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PRELIMINARY AGENDA FOR CONFERENCE
—Page 307

INFORMATION, PLEASE!

WITH the opening of the local government exhibition in London last month, N A L G O's public relations policy is "going with a bang" at last. The reception of the exhibition was a revelation of the latent interest in local government in all sections of the community. Men, women, and children (there were many parties from London schools) crowded round the pictures and diagrams, keenly studying and discussing them, and the staff were kept busy answering questions. "I had no idea local authorities did so much or that local government was such a good bargain," sums up the general comment.

More important was the demand for more information. Books, pamphlets, charts, lectures, films—all were asked for, endlessly. "How can we get to know?" was the commonest question. Here is a real chance for branches and local authorities sufficiently enterprising to seize it. If they will provide the information, in a sufficiently attractive form, it will be lapped up.

Film-makers Interested

For films, the prospect is especially bright. Representatives of at least two leading documentary film units visited the exhibition, one of them three times, and there is intense enthusiasm in film-making circles about the possibilities of putting local government on to the screen, effectively and dynamically. It would be premature to disclose detailed plans, but this much can be said: one national film will be made this summer, to be ready in the autumn, and it is likely to be followed by a series, surveying the services in detail.

For the first film, shots are wanted of all manner of public relations activities—brains trusts, citizenship work in schools, visits of children and adults to council meetings, mock councils, and the like. Readers who know of such activities taking place between May and July, or which might be arranged then, are urgently asked to send details to Headquarters. They might well be chosen for screen fame.

In the meantime, the exhibition starts its provincial tour this month, opening at Bristol on April 21, after which it goes to Dundee, Coventry, and Manchester, followed by Cardiff, Leeds, Brighton, Nottingham, Bolton, Newcastle, and Maidstone. Many other towns will be visited by the smaller copies of the exhibition, and most are organising—as the Minister of Health has suggested they should—local exhibitions to supplement and expand it, and to give it that local appeal which is essential to all *local* government propaganda. With the support of branches and local authorities throughout the country, N A L G O's exhibition should do much to win that popular interest in local government which is essential if we are to solve the problems of post-war reconstruction.

In addition, it will, in the towns in which it can be shown, provide a focus for that short-term campaign upon which the N.E.C. decided to embark at its meeting last month. The idea of this, as is explained on page 311, is to devote N A L G O's public relations machinery for the coming twelve months to the education of the ten million or more new voters who, in November or next spring, will be able to vote in a municipal election for the first time in their lives. Headquarters is planning to provide a wide range of informative articles, charts, diagrams, and similar material to newspapers, is assisting in the preparation of the films mentioned above, and will try to secure some broadcast programmes. But for the work carried out locally, in the way of newspaper articles on the services of individual local authorities, lectures, brains trusts, and similar activities, it must rely on the co-operation of branches, and we trust that that will be forthcoming in full measure. Needless to say, everything done by N A L G O, nationally or locally, must be purely factual and objective, and free from any suspicion of political flavour.

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Post-entry Training

POST-ENTRY training in local government is ceasing to be a theme for academic debate and is taking its place on the agenda, if not of tomorrow, at least of the day after tomorrow. The recent conference on this subject, organised by the N A L G O Metropolitan area education committee and the L.C.C. Staff Association had a highly practical air. All the speakers took it for granted that staff training not only should but would soon be a normal feature of local government.

SIR ERIC SALMON, Clerk of the L.C.C., who presided, sounded a note of official caution when he remarked that post-entry training was no cure-all, no short way to knowledge, no alternative to personal endeavour; nor would it add to the number of plums available to the staff—it would only make competition keener. But no advocate of post-entry training suggests that it will solve all the problems or abolish the need for individual enterprise; it is intended to direct it into better channels and use it for greater good.

Sir Eric and other speakers wisely stressed the need for joint action by "management" and staff if post-entry training is to function successfully. This accords not only with the advice of the Committee on the Training of Civil Servants, who want the Whitley machinery used for this purpose, but also with the practice of many business firms. The Cadbury scheme—one of the most comprehensive in the country—is firmly based on works councils which are equally representative of the firm and the employees.

Lagging Behind Industry

An interesting feature of the conference was a survey by one speaker of the training facilities provided by commercial undertakings, showing how far the public services lag behind. Thus a long probationary period and constant changes of work are among the features of the Bank of England's scheme; it is not until after ten years' service that the bank official settles down with any degree of permanency in a department or branch. A training school, staffed by the bank's own employees, provides tuition in accountancy and other vocational subjects.

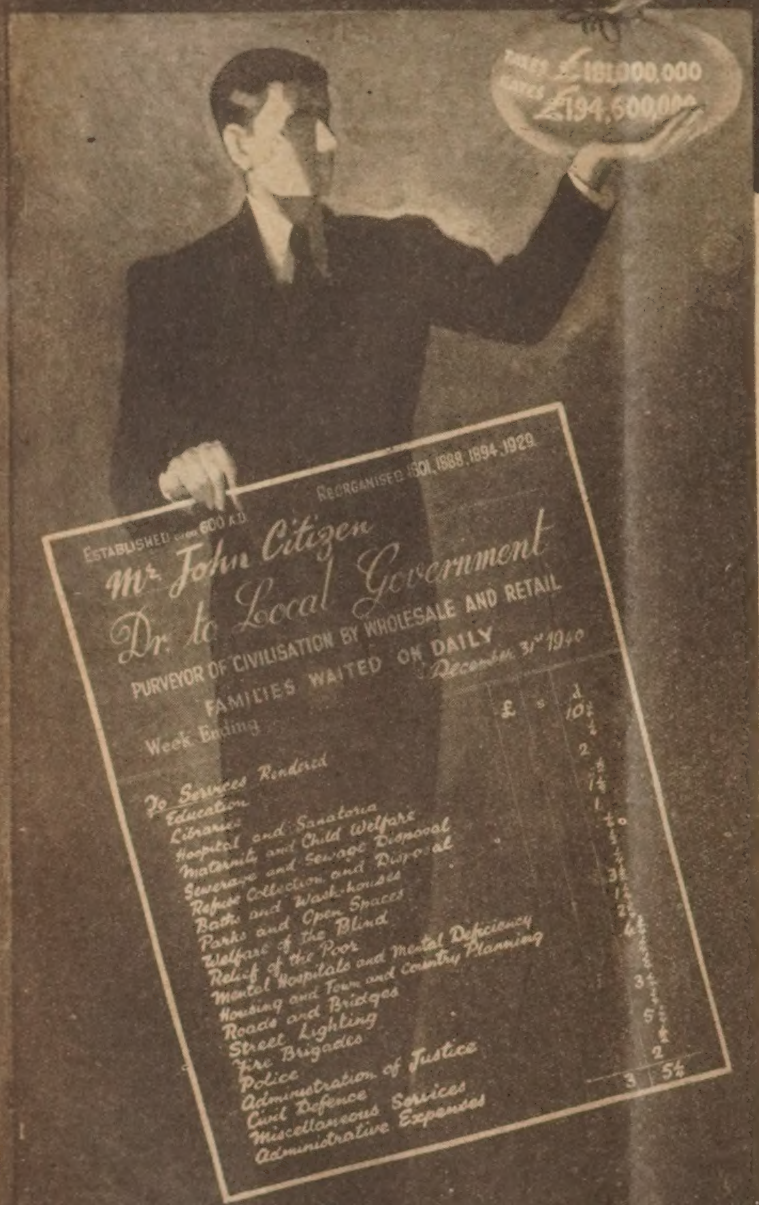
A noteworthy feature of the training activities of Boots Pure Drug Company is the instruction of apprentices in pharmacy under the inspection of the Pharmaceutical Society. Other forms of training include visits to the headquarters establishment at Nottingham. Before the war, some 30 shop assistants at a time visited headquarters for an intensive course covering a week; in the firm's opinion "they returned not only more efficient and knowledgeable assistants but with a better understanding of the firm and with a feeling of belonging to an organisation worthy of their loyalty."

The training department of Harrods employs a variety of devices, including plays depicting the technique of salesmanship (similar methods have been used in the L.C.C. rest centre service), film and epidiascope shows, and visits to other shops to see "how the other fellow does it."

Under the Education Act, local authorities have generous powers to provide cultural opportunities alike for their staff and for the general citizen; many already encourage their employees to use these facilities to the full. Vocational training and instruction in administrative theory and practice are less widely developed. The need must be met if local government officers are to be fitted for their post-war responsibilities and particularly if those who return from the Forces are to learn to pull their weight in the shortest possible time.

The main objectives and the methods are generally agreed. It was a wise move to refer the subject to the National Whitley Council to get general schemes translated into practice as early as possible.

WHAT IT COSTS



IN 1939-40, THE LOCAL GOVERNMENT SERVICES SHOWN IN THIS EXHIBITION, AND MANY OTHERS NOT SHOWN, COST THE CITIZENS OF ENGLAND AND WALES, IN RATES AND TAXES, A TOTAL OF £375,600,000. OF THIS £194,600,000 CAME FROM RATES AND £181,000,000 CAME FROM TAXES, IN THE FORM OF GOVERNMENT GRANTS TO LOCAL AUTHORITIES. PUT IN THIS WAY, IT SEEMS A LOT OF MONEY, YET IT WORKS OUT AT LESS THAN 3s. 6d. A WEEK FOR EACH ONE OF US. IN OTHER WORDS, WE BOUGHT MOST OF WHAT WE MEAN BY CIVILISATION FOR 3s. 6d. A WEEK EACH—A SHILLING A WEEK LESS THAN WE SPEND TODAY ON DRINK; FIVE-PENCE A WEEK LESS THAN WE SPEND TODAY ON TOBACCO AND CIGARETTES!
WHERE DOES THE 3s. 6d. GO? BELOW IS THE BILL WHICH LOCAL GOVERNMENT PRESENTS TO JOHN CITIZEN.

DOES LOCAL GOVERNMENT GIVE VALUE FOR MONEY?

In 1939-40 it gave you:

- *Free elementary, secondary and technical EDUCATION for £95,000,000—about £20,000,000 less than you spent on DOG RACING and FOOTBALL POOLS*
- *Free LIBRARIES and MUSEUMS for £3,000,000—just about as much as you spent on GAMES AND TOYS*
- *Municipal HOSPITALS and SANATORIA for £17,000,000—£3,000,000 less than you spent on PATENT MEDICINES*
- *CLEAN STREETS, CLEAN HOMES, SANITATION, and freedom from many once deadly diseases for £20,000,000—3,000,000 less than you spent on CAKES*
- *Free CLINICS, NURSES, MEDICINES, and advice for mothers and babies for £5,000,000—£1,000,000 less than you spent on BICYCLES*
- *PARKS, PLAYING FIELDS, PLAYGROUNDS, and other open spaces for £5,400,000—£1,500,000 less than you spent on the LEMONADE, GINGER BEER, and other "fizz" you drank there*
- *Help for the POOR, the BLIND, and the MENTALLY SICK for £47,000,000—£3,000,000 less than you spent on CINEMAS*
- *PROTECTION against crime and all the helpful services of the POLICE for £30,000,000—about half as much again as you spent on PIN-TABLES*
- *ROADS, BRIDGES, PAVEMENTS and STREET LIGHTING for £44,000,000—£4,500,000 less than you spent on TEA*
- *SWIMMING BATHS and PUBLIC BATHS and WASH-HOUSES for £2,000,000—half a million less than you spent on ICE-CREAM*

- THE WHOLE of the Local Government Services of England and Wales cost you £376,000,000 a year—just about as much as you spent on HORSE-RACING!

One of the four striking painted screens in the NALGO exhibition, showing the cost of local government per head of the population, and how expenditure on the various services compares with other common items in the citizen's (peace-time) budget. This screen, which aroused exceptional interest among visitors to the exhibition, clearly demonstrates, in the words of the "Daily Mail," what a good bargain is given by local democracy.

Minister of Health Opens NALGO Exhibition

The Minister and his party at the opening of the Exhibition

Left to right—Mr. J. H. Warren, Chairman, NALGO Public Relations Committee; Mr. A. A. Garrard, NALGO President; Mr. J. Simonds, General Secretary; Mr. Ald. and Sheriff Septimus Marshall; the Lord Mayor of London; Mr. Sheriff Seymour Howard; Mr. Willink, Minister of Health; and Mr. Charles Robertson, Chairman of the L.C.C.

"We Need More Limelight on Our Local Democracy"

NALGO's exhibition of local government was given a fine send-off at County Hall, headquarters of the L.C.C., on March 14, when the Minister of Health, Mr. H. U. WILLINK, M.C., K.C., M.P., formally opened it in the presence of the Lord Mayor of London, the chairman of the L.C.C., and nearly 150 of the civic heads of London's local government, representatives of the associations of local authorities, Members of Parliament, and other leading figures in the nation's civic life.

The president of NALGO, Mr. A. A. GARRARD, presided at the opening ceremony. Before calling on the Minister, Mr. Garrard asked Mr. J. H. Warren, town clerk of Slough and chairman of NALGO's public relations committee, to explain why the exhibition had been made and how it was to be used.

Arousing Citizens' Interest

"This exhibition," said Mr. Warren, "is a product of NALGO's public relations policy, which seeks to make more widely known the scope, importance, and human interest of the work with which our local authorities are concerned, and to create a better and more widely spread knowledge of the responsibilities that local authorities have and the way they are discharging them. You, Mr. Willink, will recognise those words, for they are the words you used in the House of Commons almost exactly a month ago when, in opening the debate on the future of local government, you spoke of the need to do precisely that.

"The English local government system is one in which the public representative and the officer, the amateur and the expert, work in intimate collaboration. This arrangement not only promotes efficiency but makes local government so responsive to public need and public control that it stands in little danger of becoming bureaucratic. But even the partnership of the public representative and the officer is not enough.

"Local government needs the interest, the support, the criticism, and the suggestions of the citizens themselves. It is these which NALGO's public relations policy, and this exhibition, are seeking to promote. They can only be promoted by making the citizen realise how local government serves him.

"NALGO engages in work of this kind because it has always taken a wide view of its moral responsibilities (never confining itself to purely bread and butter matters); and because it has found no other agency doing such work. Let me say quite frankly that we think that the proper people to do this work are the local authorities, both individually and collectively, through their associations. We shall be only too pleased to relinquish the task to the local authorities whenever they are ready to take it up, or, better still, to give them our active support under their leadership.

"We thought a photographic exhibition to be one of the best ways of educating the public at the moment. Owing to the cessation of elections, and the demands of war work, many citizens have had little opportunity of learning what local government has been doing during the last few years, apart from its emergency services.

"In November next more than ten million new voters will be called upon to vote. An exhibition of this kind should do something to make these citizens realise how local government serves their needs at every stage of their lives, and to impress upon them its enormous magnitude and range.

"We do not pretend that this exhibition is a complete or perfect picture. It has been prepared amid the difficulties of war-time; we have claimed no privileges in its preparation; and we have suffered many disappointments and set-backs in preparing it. But we know already that it will achieve a considerable success. After being shown here it will move to provincial centres throughout the country, and it is already booked up for more than a year. Many local authorities are supplementing it with exhibits of local interest.

"But perhaps the most gratifying feature to us is that 200 facsimile sets of somewhat smaller size have already been purchased by the educational services of H.M. Forces, and are being shown in camps, warships, and air stations, not only throughout this country, but throughout the world.

"We hope that these will show our fighting men that the people at home have not lost sight of the services which are to minister to them after the war, and that we are endeavouring now to enlist the interest of the civilian public so that these services can be improved and expanded.

"It is with great gratification that I have also to say that the British Council has purchased 20 sets of the exhibition for use abroad. We know that English local government is something of which England can be proud and not ashamed. There is every reason, therefore, why we should make it known throughout the world and hold up the lamp of democratic achievement in some of the dark places of the earth."

"A Fine, Exciting Story"

The president then called upon the Minister of Health, who said:

"This exhibition is intended to tell the general public something of the story of British local government—how it has developed, how it works, what it costs, and what it does for the community.

"It is a fine story, an interesting and even exciting story, which, in my opinion, is not told often or loudly enough. We need more limelight on our local democracy.

"The opportunity of coming here today was, therefore, most welcome to me; for I was anxious to do whatever I could to help a project which has my very warm approval.

"As Mr. Warren has said, when the White Paper on local government was recently debated in the House of Commons, I emphasised the need for making more widely known the scope, the importance, and the human interest of the work which the local authorities of this country carry out; and I am glad to say that this point was taken up in the course of the debate and supported by a number of members. Now NALGO—if I may use a pet name!—is launching this exhibition on a tour of the country, I want to give it a hearty send-off and to congratulate the Association on its enterprise.

"NALGO has done good work, indeed pioneer work, in this way over a long period: and I hope that this exhibition will be a starting point and a rallying point for bigger and better things in the sphere of publicity for local government activities.

"I am very glad to hear that a number of local authorities have already booked it. I hope that in due course authorities in all parts of the country will show this exhibition, and will add local material to it because, whilst it is a good thing to tell the story of local government in pictures in a general way, what the people of any particular authority need to know about is what is being done, and going to be done in their own particular city, town, or district.

Local Government's Achievements

"Local government is coming out of this war with real credit. It has taken on all sorts of extra jobs—some of them very tough jobs!—and it has done them well in spite of extreme difficulty and extreme shortages. In ordinary times, civil defence, the evacuation scheme, the care and rehousing of the homeless, billeting of war workers, and war-time nurseries, would in themselves have provided full employment for even the largest local authorities. But they have had to add them to their normal functions. On top of everything, they have taken on the biggest job of all—the repair of more than four million bombed homes. I am quite sure that when the history of this war is written the work of the local authorities on the repair of houses will be recognised as one of the greatest achievements on the Home Front.

"The period of reconstruction ahead of us will bring local government the most serious problems—and the finest opportunities—in its long history. The Government has declared its faith in local government. It is showing that faith by placing upon local government vast responsibilities—including housing, education, health services, and an important part in national employment policy.

"To carry out these great tasks efficiently, local authorities will need the help of the best men and women in their areas as members, and they will need staff of the highest quality.

"The war has brought local government closer to the people in many ways. In civil defence posts, in rest centres, in the Home Guard, in the National Savings movement, and in many other fields of service, men and women have worked together for the common good, and I think it is

3. LEARNING TO LIVE

Through his local government the citizen provides —— NURSERY SCHOOLS

—Where the child learns to find its feet—

——To meet the needs of everyday life——

——To work with others in a team——

——And to solve its problems for itself——

One of the five screens on education, illustrating the work of nursery schools

true to say that there are very many of them who know their district, and their neighbours, far better than they did before the war. There has been a keen interest in public affairs, through discussion groups and brains trusts in the Forces and the factories. Must we not see that we harness to the cause of peace and reconstruction at least a part of this great fund of goodwill, enthusiasm, and patriotism which the war has produced?

"I hope that many men and women who, in the last few years, have been shouldering great responsibilities in the Forces and in civil defence will offer themselves as candidates for their local council. Local government needs the best of the local citizens; and it offers interesting, responsible, and satisfying work. I believe that it should make a special appeal to women—who can play as big a part in peace-time public service as they have in winning the war.

Tribute to Officers

"Even in normal times, the ordinary man and woman knew far too little of what the local council did for them—the great range of services which make daily life possible and yet are taken as a matter of course. And now we have to face the situation that millions of our citizens have been away on war service, many for nearly six years, and out of touch with civic affairs. I was particularly glad, bearing that in mind, to hear of the great extent to which this exhibition is to be shown to the men and women in the Forces.

"Clearly, however, one exhibition is not enough! I would ask local authorities to do everything possible to keep the people in their areas continually informed of their plans and activities, through the local Press and in every possible way. Local government is a democratic institution, and democratic institutions cannot flourish without popular interest and support.

"I am glad to take this opportunity—I *most* gladly take this opportunity—to pay a tribute to the work of local government officers. Without them, the members, however good they might be, would not be able to carry on the administration of the services, and every good word spoken in praise of local government is an acknowledgment of the ability and goodwill of the officials.

"In the years ahead, officers of local authorities will have heavy responsibilities, and great opportunities for service to the community. I am convinced—and indeed I have been assured—that the Government can count on their continued whole-hearted co-operation.

"I wish the Association well in this venture, and I hope that the exhibition will have the great success that it deserves."

At the conclusion of the Minister's speech, Mr. Garrard, on behalf of NALGO, expressed to Mr. Willink the Association's warm appreciation of the interest he had shown in the exhibition and of the fact that he had given so much time that morning to see and launch it. The President thanked also the chairman and members of the London County Council for their hospitality in allowing the exhibition to be shown in County Hall, and all who had assisted in the preparation of the exhibition, mentioning in particular the British Council, the Ministry of Health, the Ministry of Information, and the many local authorities, photographic agencies, and private photographers who had allowed their pictures to be used, Mr. KENNETH ROUSE, of the Autotype Company, which had done all the enlarging and mounting of the photographs, and Mr. MATVYN WRIGHT, Mr. A. CLARKE, and Mr. R. BRILL, who were responsible for the four striking painted screens.

Before the meeting, the Minister, in the company of the Lord Mayor of London, Mr. Alderman and Sheriff Septimus Marshall, Mr. Sheriff Seymour Howard, the chairman of the L.C.C. (Mr. Charles Robertson), L. Latham, and senior officials of the Mini of Health, had been shown round the exhibit by the president of NALGO and Warren. The remainder of the guests saw exhibition after the ceremony. Those accepted invitations included:

Lord Jessel (president, London Municipal Soci Sir Horace Wilson (chairman, National Whitley Cou Sir John Maude, Sir Arthur Rucker, Mr. R. B. C Mr. A. T. Gerard, Mr. A. S. Marre, Mr. A. N. C. She Mr. D. J. White and Mr. J. C. Wrigley from the Min of Health; Sir Stephen Tallents and Mr. E. R. Thom from the Ministry of Town and Country Planning;

The mayors of Acton, Bromley, Chingford, Edmon Erith, Finchley, Hammersmith, Hendon, Holb Leyton, Malden and Coombe, Mitcham, Padding Poplar, St. Marylebone, Shoreditch, Southgate, So wark, Tottenham, Twickenham, Walthamstow, Wemb West Ham, Westminster, Wimbledon and Woolw

The chairmen of Carshalton and Rickmansw U.D.C.'s;

The town clerks of Acton, Beddington and Walling Beckenham, Bermondsey, Camberwell, Chelsea, Ch ford, Edmonton, Erith, Finchley, Fulham, Hack Hammersmith, Hendon, Heston and Isleworth, Islin Leyton, Mitcham, St. Pancras, Southall, Stoke New ton, Twickenham, Wembley, West Ham, Westmin Willesden, and Wood Green;

The clerks of Barnet, Bushey, Enfield, Feltham Harrow U.D.C.'s and Ongar R.D.C.;

Mr. H. C. Baker (Port of London Authority); G. H. Banwell (Association of Municipal Corporatio Sir Ernest Hiley (Non-County Boroughs Associatio

Representatives of most of the sectional and fessional societies of local government officers and many national organisations.

LOCAL GOVERNMENT MANY ACTIVITIES

Vivid Pictures and Diagram

THE exhibition, which was designed prepared by NALGO's public re tions department, consists of 31 panels, ea five feet by four feet. Two of the panels letterpress, 25 consist of photographs—120 all—and four are painted diagrams. purpose of the exhibition is expressed in first letterpress panel, which reads:

LOCAL GOVERNMENT has been define by Winifred Holtby as "the first-lin defence thrown up by the community agains our common enemies, poverty, sickness ignorance, isolation, and social mal adjustment." It is the means by which th citizen—YOU—maintains continuous con trol over the world in which he lives. Thi exhibition shows some of the many activitie of local government today and the way i which they affect your life. It shows how far we have gone along the path of com munal progress—and suggests how muc farther we might go given the active co operation of each one of us.

From this, the spectator is plunged strai into the "first line of defence" at the app priate place—the birth of a citizen. "Throu his local government, the citizen ensures all a good start in life" reads the capti and the screen shows how this is done. Arou a picture of the labour ward in a munici maternity hospital—all gleaming white a spotless, with nurse and midwife masked a gowned—are grouped telling photographs the services to which the new citizen and mother are entitled—the ante-natal clinic, midwife and health visitor calling on the moth in her home to discuss what is needed for reception, the baby being examined at welfare centre, and the mother receivi instruction in the art and craft of motherhoo

Learning to Live

In the next five screens, we see the you citizen, safely launched into the world, learni the skills, the facts, and the accomplishmen that are essential to civilised life. First, the nursery school, he learns the basic needs communal life—to find his feet in the wor to do things for himself, to work with othe in a team, and to solve his problems witho help from others. Next, in the elementar secondary, and technical school, he is e couraged to explore the world around hi to find out about life and its nature, to use h

brain and think logically, and to express himself and discuss with his fellows ; is taught how to link hand and brain so that he may carry out the tasks of a workaday world and acquire the skills needed to earn a living ; and learns from practical training how cleanliness, wholesome feeding, school milk, and exercise in sun and air lead to health and fitness. Each of these subjects is covered in fascinating action pictures, showing children at work and at play in local authority schools today.

"Keystones of Civilisation"

From education, we turn to "Keystones of Civilisation"—the great public utility and amenity services which the citizen provides, or may provide, through his local government, to make life worth living. More vivid action pictures take us "behind the scenes." We see water being brought from huge lakes and reservoirs in the mountains, to be filtered and purified for use in the home, in industry, and in fighting fires ; fine roads in town and country, bridges, and highway tunnels, helping to make transport swift and safe ; municipal buses, trams, and ferries carrying the citizen to work and his children to school. We see how the cleansing department washes down the streets while the rest of the world is asleep, how it empties the dustbins, salvages treasure from their contents, maintains pig farms on waste food, and makes parks and playing fields out of rubbish ; and how sewage is collected from street, home, and country cottage, purified, and turned into fertiliser for farm and garden.

More screens show the manufacture by local authorities of gas and electricity, and their manifold uses in the home and the factory ; and how, through his local government, the citizen may provide himself with good houses, each with its own garden, or flats, in towns that are comely and well-planned ; how he is converting old-fashioned country cottages into modern homes that are comfortable as well as picturesque ; how he provides playgrounds and playing fields swimming pools and green belts round the congested towns and cities ; and how he can feed and entertain his mind as well as his body through libraries, museums, art galleries, and municipal concert halls.

Protection

Next comes an absorbing series of photographs on the protective services of local government. First, the police, protecting against danger and crime. We see the village "bobby" on patrol, the police car, in touch by radio telephone with headquarters and ready to go at a second's notice in pursuit of road-hog or criminal, the finger-print expert examining objects found at the scene of a crime, and the police laboratory, equipped with all the resources of science. We accompany the sanitary inspector on his fascinating and sometimes unpleasant round, testing milk to see that it is free from the germs of disease, examining meat to ensure that it is not contaminated, analysing food and drugs for impurities and adulterants, and taking samples of water to check their purity. We see officials of a municipal health department pumping poison gas into a house to destroy pests and parasites, watch the ratcatcher at his horrible but essential task, accompany the smoke inspector on his check of chimneys discharging more than their permitted density of smoke, and see corporation workmen pulling down a hoarding that is defacing a country scene. We follow the weights and measures inspector as he protects the citizen—and his wife—against fraud, checking scales to ensure that they give full weight, testing petrol pumps and beer glasses for correct measure.

Local government gives protection, too, against sickness and disablement, want and distress. Two screens devoted to these show a road accident being taken to hospital ; a plastic surgeon repairing the effects of injury ; a patient in bed at the wide-open window of a sanatorium ; a group of disabled men taking special exercise to restore broken limbs at a rehabilitation centre ; the airy toy-filled ward of an orphanage ; blind children learning to read with their fingers at an open-air school ; mental defectives happily occupied in a workshop equipped for them ; and old people in the garden of the one-storey homes the city council has built specially for their use.

It is not surprising that, with all its long experience in the protection of the citizen, local government was selected as the most appropriate agency to safeguard and succour him amid the perils of war. A poignant screen surveys the many services the war has called forth. In its centre stands a woman, dishevelled, and bewildered, outside her blitzed home, the few possessions she has saved grouped at her feet. Around her are the agencies that will come to her aid—the rescue services freeing the trapped, the first-aid post succouring the injured, the rest centre feeding, clothing, and advising the homeless, the repair squads salvaging furniture and repairing damaged homes, the billeting officer shepherding those whose homes have gone, and the expert workers clearing the streets and restoring shattered services.

Citizen's Choice

Primary lesson of the exhibition is that local government is no dictatorial bureaucracy, but merely the means by which the citizen himself can adapt and improve his environment. Two striking companion screens drive this lesson home. In the first we see the heritage of squalor the past has too often left us—grim rows of ugly, comfortless houses, packed together without space or convenience ; untidy backyards with no room for garden or for play ; a slum alley lacking water and proper sanitation ; children whose only playground is the street ; and listless pupils crowded in a dingy schoolroom. In the second, we see the contrast, not of things as they might be only, but as they are to-day in the areas where local government is enlightened and progressive—a housing estate of pleasant homes, each in its own garden ; a township well planned, with space and air and sun ; a grassy playground away from traffic dangers ; and a schoolroom that is bright, gay, and spacious. "The Land of Tomorrow : Shall we have this ?—or this ?" asks the caption. Local government can provide either—but the citizen must decide which.

Finally, we go into a town hall to see how a local authority works. First, the mayor and the town clerk discussing some new project ; then a committee thrashing out the details ; then the full council debating the committee's proposals ; and finally the officials carrying out what the council has decided—with, in the centre, the mayor in his robes, symbol alike of civic power and popular control.

How it Works

In addition to the photographic screens, four painted panels survey the growth, the structure, the benefits, and the cost of local government. Growth is depicted as a tree, its roots the four primary services of protection, relief of the poor, water, and sanitation, and its fruits the many services—nearly two score of them—introduced or undertaken by local government

6. LEARNING TO BE FIT

Through his local government the citizen provides ——— A ROAD TO HEALTH

Habits of Cleanliness

Wholesome and regular meals

Exercise in Sun and Air

And plenty of milk, build up healthy children

Another of the education screens, showing the prominence given to health

20. PROTECTION

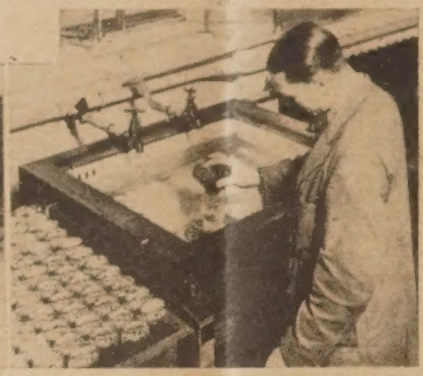
Through his local government the citizen protects himself against—FRAUD AND DECEIT

—— Ensures that he gets full weight ——

—— That milk is not adulterated ——

—— and that all measuring instruments ——

—— are efficient and accurate ——



The weights and measures department has a screen to itself

in the past century. Structure is shown in a diagram, "Government—by the People" in which we see Parliament, composed of ordinary citizens elected by popular vote and passing its Acts and Laws through the Government departments down to the local council whose members—again ordinary citizens chosen by the people—which, through its committees and officials translates them into communal services.

All for 3s. 6d. a Week!

Benefits are depicted in a fascinating diagram showing some of the many good things local government has brought to the people of Britain. We see how, in the past 70 years, the toll of many epidemic diseases has been reduced, in some cases to vanishing point, how clinics and maternity and child welfare centres have curtailed the dangers of birth, how medical and dental examination and school milk have enhanced the health of children, and how, as a result of all the local government services of health and hygiene, nearly 20 years has been added to the life span of most of us since 1871.

Finally, we see what it all costs. "The local government services shown in this exhibition, and many others not shown, cost the citizens of England and Wales less than 3s. 6d. a week each—a shilling a week less than we spend today on drink, fivepence a week less than we spend on drink and tobacco!"

The detailed bill makes illuminating reading—education for 10½d. a week, libraries for a farthing, hospitals and sanatoria for 2d., maternity and child welfare services for a halfpenny, parks and open spaces for a halfpenny, and so on.

No less striking are the comparisons with other common items in the citizen's budget. In answer to the question "Does local government give value for money?" we are told that in 1939-40 it provided all the education services for £20,000,000 *less* than is spent on dog racing and football pools; free libraries and museums for no more than is spent on games and toys; municipal hospitals and sanatoria for £3,000,000 *less* than is spent on patent medicines; clean streets, clean homes, sanitation, and freedom from many once deadly diseases for £3,000,000 *less* than is spent on cakes; and the whole of the local government services of England and Wales for just about as much as is spent on horse-racing

"Your Business"

Lastly, the lesson of the exhibition is summed up in the final screen.

"This Exhibition," it says, "has shown you something of the work of local government. It has glanced at the past, illustrated many of the services in action today, and hinted at the possibilities of the future. It has shown you how the machine works, what it does and what it costs. Above all, it has tried to show you that local government is YOUR government—government of the people, for the people and BY the people. If it is efficient, the credit is yours, for you, by your interest have made it so. If it is inefficient, the blame is yours for you, by your indifference have made it so. Good or bad, yours is the responsibility—and you alone can make it better. LOCAL GOVERNMENT IS YOUR BUSINESS."

"LOCAL DEMOCRACY A BARGAIN"

Some Press Comments

"Drives home pictorially the fact that it the numerous local authorities, and not the centr government, which administer nearly all publ services."—*The Economist.*

"A bird's-eye view of the multiplicity services which make up British local democrac in action."—*Evening Standard.*

"To many ratepayers it will be a revelatio of where the money goes and how a local authorit works."—*Daily Worker.*

"A connected and well-planned pictori narrative of the many-sided activities of loc authorities. . . . This excellent effort to mak the public local government conscious throug the easy medium of pictorial photography."— *South London Press.*

"Easily-understood diagrams are inspiring l the story they tell of the tremendous strides take by local government during the last half centur in providing for the health, comfort, convenienc and education of the community."—*Sheffie Star.*

"Calculated to stir the ordinary citizen to tak an interest in local government."—*Middlesbroug Evening Gazette.*

"Of unusual interest . . . an easily understoo picture of everything a vote means. . . . Th story has been set out plainly in a large numbe of photographs and a few charts which, by simpl captioning, make it perfectly clear to the ordinar member of the public."—*World and Press New*

"Everyone should see this exhibition, for onl by a sincere attempt by the people to understan local and Parliamentrary government can w achieve true democracy."—*North London Pres*

PLAN A FILM ABOUT YOUR JOB!

And Win a Prize

NALGO has been asked to offer suggestion for a series of up to a dozen short documentar films (20 minutes each) dealing with the work different branches of the local governmen service. Possible subjects might be: A Sanitar Inspector's Day; Public Libraries; Schoo Doctor; Water Supply; Health Visitor; Weight and Measures Inspection; and so on. The lis is almost inexhaustible, and any aspect of loca government work capable of being filmed will b suitable.

To assist in providing suggestions, LOCAL GOVERNMENT SERVICE offers prizes of £3 3s £2 2s., and £1 1s. for the best "treatments" submitted for films on these lines.

"Treatments" should be straightforward de scriptions of the film as the spectator would see i and should be designed to make the subject a interesting and informative as possible, bearin in mind that the films are intended for the genera public.

Entries will be judged by the chairman of th public relations committee, a documentary film expert, and the public relations officer, whos decision shall be final. **The closing date for entrie will be Tuesday, May 1.**

"I think it's No. 8 Batteries"

Preliminary Agenda for Conference

MEETING in London on March 10, the National Executive Council approved the draft of its annual report for 1944 and the arrangements for this year's Conference.

As already announced, Conference will be held at the Winter Gardens, Blackpool, from Tuesday, June 12, to Thursday, June 14. There will be meetings of branch public relations officers and education correspondents in the afternoon of Monday, June 11, and the annual meetings of the ancillaries will be held on Friday, June 15.

Below we publish the preliminary agenda, consisting of notices of motion submitted by the National Executive Council, district committees, and branches. Amendments to notices of motion may be submitted by district committees and branches up to 5 p.m. on Monday, April 16, and will be published in the May journal. The agenda is subject to co-ordination and consolidation by the agenda committee.

PRELIMINARY AGENDA

1. **Opening of Conference.**

2. **To confirm the proceedings of the Conference held on June 12 and 14, 1943.**

3. **Benevolent and Orphan Fund—Announcement of amounts received from districts and winners of trophies and diplomas.**

4. **President's Address.**

5. **Declaration of results of election of Council and honorary officers.**

6. **Appointment of auditors for the year 1945.** *Notice of Motion by the National Executive Council.*

That Messrs. Jackson, Pixley & Co., Chartered Accountants of Kent House, Telegraph Street, London, E.C.2, be appointed the Association's auditors for the year 1945, and that a fee of seven hundred and fifty guineas (£787 10s.) be paid to them for their services.

7. **Appointment of Scrutineers.**

8. **Honorary Treasurer's Financial Statements.**

9. **Annual Report of the National Executive Council.**

10. **Equality of Opportunity for Men and Women.**

Notice of Motion by the Scottish district committee and the Glasgow branch.

That this Conference, while appreciating the steps which have been taken by the National Executive Council in furtherance of the Association's policy on equality—particularly in regard to the excellent evidence submitted to the Royal Commission—is of the opinion that the time is opportune for a public campaign throughout the country on the equal pay issue and asks the National Executive Council to take the lead in initiating such a campaign by inviting the co-operation of other bodies interested.

11. **Equal Cost of Living Bonus for Men and Women.**

Notice of Motion by the Hull and district branch.

That this Conference makes strong protest at the sex differentiation shown in the recent cost of living awards, such differentiation being contrary to the Association's policy as declared at the 1943 Conference.

12. **Cost of Living Bonus.**

Notice of Motion by the Reading and district branch.

That as it would appear to be in the joint interests of members of the National Association of Local Government Officers, the National Union of Teachers, and the civil servants, to receive a cost of living bonus at a standard rate applicable from the same date this Conference requests the National Executive Council to explore the matter forthwith in consultation with the other national bodies concerned.

CONFERENCE DATES

April 8—Voting papers for the elections of honorary officers and the N.E.C. to be sent to branches.

April 16—Amendments to notices of motion on the preliminary agenda to be received at Headquarters by 5 p.m.

May 1—Publication of "Local Government Service" containing amendments to notices of motion.

May 8—Voting papers for the elections of honorary officers and the N.E.C. to be received by the district officer by 5 p.m.

May 28—Final Conference agenda to be sent to representatives. Last date for notification of division of voting strength.

June 11—Meeting of branch Public Relations Officers (2 p.m.) and Education Correspondents (4 p.m.). Civic Reception and Dance (7.30 p.m.).

June 12-14—Conference at Winter Gardens, Blackpool.

June 15—Annual meetings of ancillaries (N A L G O Provident Society; Approved Society; N A L G O Building Society; Logomia).

13. **Subscriptions.**

Notice of Motion by the National Executive Council.

(*a*) That all subscriptions (other than those payable by members on war service) be increased by 33⅓ per cent, as from November 1, 1945.

(*b*) That the percentage of the total amount collected in subscriptions during each year to be retained by branches shall be as follows:

(i) County branches when recommended by the district committee for their area and approved by the National Executive Council—35 per cent., instead of 40 per cent.

(ii) Other branches—30 per cent, instead of 35 per cent.

(*c*) That the necessary alterations be made in Rule 9 of the Rules of the Association to give effect to the foregoing recommendations.

(*d*) That the powers of the Council to make additional grants to branches under paragraph (iii) of clause (*d*) of Rule 9 and to district committees under clause (*b*) of Rule 17 be retained.

Note.—In the event of the foregoing notice of motion being adopted by Conference, the following notice of motion by the National Executive Council will be submitted:

That Rule 9 be amended as follows:

Para (a) line 5, delete "Not exceeding £52 p.a. . . . 5d. per month"; line 6, delete "exceeding £52, but"; delete "10d." and substitute "1s. 1d."; line 7, delete "1s. 3d." and substitute "1s. 8d."; line 8, delete "1s. 8d." and substitute "2s. 2d."; line 9, delete "2s. 1d." and substitute "2s. 9d."; line 10, delete "2s. 6d." and substitute "3s. 4d."

Para (b), delete "5s. 0d." and substitute "6s. 8d.";

Para (d), line 4, delete "40" and substitute "35"; line 6, delete "35" and substitute "30."

14. **Subscriptions of Members on War Service.**

Notice of Motion by the National Executive Council.

That as from November 1, 1945, members of the Association who are on war service, as defined in Section 14 of the Local Government Staffs (War Service) Act, 1939, shall not be required to pay any subscriptions to the Association but they shall continue to be members for all purposes.

15. *Notice of Motion by the Leicester branch.*

That members of this Association on war service shall be relieved of payment of their subscriptions for the duration of their war service, and that the appropriate steps be taken to preserve their rights as members of the Association.

16. *Notice of Motion by the Lanarkshire branch.*

That, in view of the many difficulties involved and the anomalies created, members in H.M. Forces should not be asked to pay any subscription, but that their names should still be kept on the membership roll.

17. **National Insurance, Assistance, and Health Services—Transfer of Local Government Staffs.**

Notice of Motion by the Sheffield branch.

That Conference reminds the Government of their responsibility in the matter of safeguarding the interests of the local government staffs concerned who will be affected by the introduction of the national insurance, assistance, and health services; and demands that such staffs are transferred to the new services; with the reservation that those officers who do not desire to be transferred and thereby lose their office by reason of the introduction of the new services, shall receive compensation for such loss of office.

18. **Affiliation to the Trades Union Congress.**

Notice of Motion by the National Executive Council.

That this Conference is of opinion that consideration of the question of affiliation of the Association to the Trades Union Congress should be deferred.

19. *Notice of Motion by the East Midland and South Wales and Monmouthshire district committees.*

That this Conference instructs the National Executive Council forthwith to make application to the Trades Union Congress for affiliation.

20. *Notice of Motion by the Leicester branch.*

That this Conference resolves that the Association shall affiliate to the Trades Union Congress, and instructs the National Executive Council to take all necessary steps forthwith.

21. *Notice of Motion by the Glasgow branch.*

That this Conference views the recent ballot of the Association as a clear mandate in favour of affiliation to the Trades Union Congress and instructs the National Executive Council to make immediate application to the General Council of the Trades Union Congress for affiliation.

22. *Notice of Motion by the Bangor and district branch.*

That a ballot having been taken and a verdict arrived at regarding affiliation to the Trades Union Congress and sidetracked by the Conference, 1943, it is strongly urged that the postponing of putting into effect the desire of the majority as shown by the ballot until the cessation of hostilities or any other time is unconstitutional and affiliation should be sought forthwith to ensure the rights of members at the earliest possible moment in post-war activities.

23. **Ballot of Members.**

Notice of Motion by the National Executive Council.

That no alteration be made in the Rules which will have the effect of depriving Conference of the right in any particular issue to determine the policy of the Association.

24. *Notice of Motion by the South Wales and Monmouthshire district committee.*

That the Rules of the Association be amended to provide:—

(*a*) that it shall be competent for Conference to order a ballot of the members to be taken; and

(*b*) that the result of any such ballot of members shall be conclusive and binding.

25. *Notice of Motion by the Mansfield and district branch.*

That the National Executive Council be instructed to consider and report to the next annual Conference as to :—

(*a*) the desirability or otherwise of amending the constitution of the Association to provide for a referendum of members to be taken in appropriate cases, the result to be binding upon the Association ; and

(*b*) the effect of such an amendment upon the status of Conference as the body hitherto charged with the duty of formulating policy.

26. *Notice of Motion by the Weston-super-Mare branch.*

That the National Executive Council be instructed to bring forward for consideration at the next annual Conference proposals to amend the Rules of the Association in order to achieve the following purposes :—

To provide for the holding of a referendum or ballot of the whole of the members of the Association on any question which may fall to be decided by or on behalf of the Association ;

That the referendum or ballot be held only if so decided by the Association in annual Conference, or any special Conference or general Conference, whether called specially for the purpose or not ;

That the result of the majority of votes cast in the referendum or ballot be binding on the Association.

27. Superannuation.

Notice of Motion by the Southport branch.

That the National Executive Council be instructed to take steps, when opportunity offers, to ensure that in the case of voluntary resignation from the service, interest is payable on superannuation contributions.

28. *Notice of Motion by the Wycombe branch.*

That the National Executive Council be instructed to take steps at the earliest opportunity to ensure that in all cases of voluntary resignation from the service interest shall be payable on superannuation contributions.

29. *Notice of Motion by the Wandsworth branch.*

That the National Executive Council be instructed to consider and secure, at the earliest possible moment, an amendment to the Local Government Superannuation Act, 1937, providing for the payment to an officer whose service with a local authority is terminated by reason of resignation, death, or any other cause than for misconduct, of a pension or lump sum payment based on the transfer value liability of which the superannuation fund is relieved by such termination of service, and to take steps to secure the application of similar provisions to Local Act authorities.

30. *Notice of Motion by the Hammersmith branch.*

That this Conference instructs the National Executive Council to seek such amendment of the Local Government Superannuation (Administration) Regulations, 1938, as will require a local authority, with the consent or upon the application of the officer affected, to correct a mistake made in any notification issued in accordance with Article 5, notwithstanding the absence of an appeal to the Minister within the period prescribed by Article 6.

31. Election of National Executive Council—Voting Papers.

Notice of Motion by the Manchester branch.

That this Conference resolves that in future elections of the National Executive Council voting papers shall indicate briefly the NALGO and allied experience of each candidate.

32. *Notice of Motion by the Stretford branch.*

That this Conference resolves that voting papers for a National Executive Council election shall be accompanied by a statement indicating the NALGO and allied experience of each candidate.

33. Attendance at National Executive Council and Committee Meetings.

Notice of Motion by the Stretford branch.

That the table showing the possible and actual attendances of members of the National Executive Council at Council and committee meetings be reinstated in the next annual report.

Conference Meetings for Education and P.R. Correspondents

As already announced, special meetings of branch public relations officers and education correspondents are to be held at Blackpool on Monday, June 11—the public relations meeting at 2 p.m. and the education meeting at 4 p.m.

These meetings will be open to all members interested in public relations and education work, whether or not they are branch correspondents or Conference delegates. Education correspondents and branch P.R.O.s who have not been appointed delegates to Conference but who can get to Blackpool for the meetings will be welcomed and, where a correspondent or P.R.O. cannot do that, it is hoped that his branch will appoint a delegate to represent him.

The meetings are intended for the informal discussion of all matters of common interest. Branches, education correspondents and P.R.O.s are asked to send to Headquarters details of any items they would like to see on the agenda.

34. Salary Scales and Conditions of Service.

Notice of Motion by the Abertillery branch.

That this Conference registers its strong dissatisfaction with prevailing levels of remuneration in the local government service ; particularly inasmuch as local government officers have played such a vital role in maintaining government in war-time, and will have even greater responsibilities in the period of post-war reconstruction ; further that they are the only body of State servants without nationally agreed scales ; and therefore requests the National Executive Council to press on with urgency the tasks of securing (*a*) an adequate national scale of salaries ; (*b*) obligatory on all local government authorities ; and to take all steps necessary, including a publicity campaign to secure public understanding and support of these claims.

35. *Notice of Motion by the Herefordshire branch.*

That this Conference urges its representatives on the National Joint Council to press for the early settlement and issue to those affected of their proposed salary scales and code of service conditions and to stress the desirability of these being available without delay in view of the fact that authorities are, or soon will be, giving general consideration to post war functions and reorganisation.

36. *Notice of Motion by the Farnham branch.*

That this Conference is of opinion that the scale of salaries and service conditions recommended by NALGO and the National Whitley Council should be amended to provide for an optional retiring age of fifty-five years, and that NALGO take all steps possible to ensure that such scales and service conditions are adopted by all local authorities.

37. Regrading of Officers During or After War Service.

Notice of Motion by the South Wales and Monmouthshire district committee.

That this Conference instructs the National Executive Council to urge the National Joint Council to introduce and enforce the following rule :—

That machinery should be establishe[d] ensure that the position of permane[nt] members of the staffs of local authorit[ies] is not prejudiced by their absence in H.[M.] Forces or on other national service, and th[at] such permanent officers as have by reas[on] of their war service been denied the norm[al] opportunities of promotion shall be p[ro]moted to an appropriate position in a high[er] grade and be paid according to their positi[on] in the salary scale of such higher grade.

Conference is of the opinion that the appr[o]priate position in the higher grade to which [an] officer shall be promoted shall be determin[ed] by the number of years he has been in [the] service of the authority.

38. *Notice of Motion by the Hereford bran[ch]*

That this Conference instructs the Natio[nal] Executive Council to urge the National Jo[int] Council to adopt and enforce the followi[ng] rule :—

That local government officers on w[ar] service who would normally have be[en] regraded shall during their war service [be] regraded and placed upon the appropri[ate] step within the new grade as if they h[ad] remained in their civilian employment.

For the purpose of the motion war servi[ce] shall include all persons serving with H.[M.] Forces and all persons who have been direct[ed] into civil defence and essential work.

39. *Notice of Motion by the Stretford a[nd] district Electricity Board branch.*

That this Conference instructs the Natio[nal] Executive Council to urge the National Jo[int] Council to introduce and enforce the followi[ng] rule :—

That local government officers on w[ar] service who would normally have been [re]graded, shall, upon their return, be plac[ed] upon the appropriate step within the n[ew] grade which they would have reached h[ad] they been continuously in civilian emplo[y]ment.

For the purpose of the motion war servi[ce] shall include all persons who have be[en] directed to H.M. Forces, essential work, [or] civil defence.

40. Reinstatement and Rehabilitation.

Notice of Motion by the Gravesend branch.

That in view of the fact that local gover[n]ment employees directed by the Minister [of] Labour and National Service into industry f[or] service as civilian technicians or other work [of] national importance, are not protected by t[he] Reinstatement in Civil Employment Act, 194[0] all local authorities be asked to reinsta[te] employees as if they came within the provisio[ns] of the Act.

41. *Notice of Motion by the Manchester bran[ch]*

That this Conference welcomes the proposa[ls] of the National Joint Council regarding rei[n]statement, rehabilitation, and superannuati[on] rights of members when demobilized fro[m] H.M. Forces ; regrets that the proposals [do] not cover every form of national service ; co[n]siders that the absence of adequate machine[ry] for appeals may prejudice a proper assessment [of] such rights ; and instructs the Nation[al] Executive Council to seek amendment of t[he] proposals.

42. *Notice of Motion by the Farnham bran[ch]*

That this Conference is of opinion that loc[al] government officers transferred to indust[ry] should enjoy the same right of reinstateme[nt] in their former employment as membe[rs] serving in H.M. Forces, and urges th[at] NALGO should press for the granting [of] this right.

43. Comprehensive Scheme for Demobiliz[ation] and Discharged Officers.

Notice of Motion by the Glasgow branch.

That this Conference is of the opinion tha[t] to meet the expectations of men and wom[en] returning from war service and to overco[me] the many problems involved therein it

cessary that a comprehensive scheme be essed for in the National Joint Council ngland) and the National Joint Industrial ouncil (Scotland), such a scheme to include :—

(*a*) an adult wage at age 21 as part of national salary scales ;

(*b*) adequate facilities to returning men and women to fit themselves for the higher positions in local government service, such facilities to include a system of rotation of duties in order to provide practical experience in addition to financial assistance and leave on full pay to undertake day-time study ;

(*c*) provision for the advertisement of vacancies within authorities and as far as practicable throughout the service, and during the present emergency notification of such vacancies to staffs on war service in order that they may have an opportunity of submitting applications for these appointments ;

(*d*) the protection of those demobilized late in the scheme. ;

(*e*) the establishment of local joint machinery in every authority as the only suitable medium for applying national policy smoothly and speedily especially with regard to the principle of "reinstatement in a position not less favourable, etc. . . ."

4. Pensions (Increase) Act, 1944.
Notice of Motion by the Slough branch.
That the National Executive Council be irected to make the strongest possible repre- ntations to the Government that upon the rmination of the Pensions (Increase) Act, 944, provision be made for an increase in ensions payable to local government officers, respective of income and commensurate with e increased cost of living.

5. Salary Scales for Masters and Matrons
Notice of Motion by the Hertfordshire branch.
That this Conference is of opinion that the ales of salaries laid down for masters and on-nursing matrons of public institutions by e National Joint Council is totally inadequate nd directs the National Executive Council re-open this question with the National oint Council with a view to obtaining improved ales.

6. Education Act, 1944—Transferred Officers and the Staff of Divisional Executives.
Notice of Motion by the Eccles branch.
That the National Executive Council be structed to make any necessary amendments f the Association's Rules so as to provide at those members of the Association who e transferred to the service of other authori- es by reason of the operation of the Education ct, 1944, may continue membership of the ssociation through the branches of which they e at present members.

7. Association's Rules and Constitution.
Notice of Motion by the National Executive Council.
That the draft revised Rules and Constitution f the Association as now submitted be pproved and adopted.
Copies of the revised draft Rules and Constitution ave been sent to branches.

8. Advertisements in "Local Government Service."
Notice of Motion by the Isle of Wight branch.
That this Conference views with concern ne type of advertisement appearing in the OCAL GOVERNMENT SERVICE and instructs ne National Executive Council to institute method of censorship forthwith to ensure at future advertisements are compatible ith the status of the journal and inoffensive the intelligence of its readers.

9. Legislation Affecting Functions of Local Authorities.
Notice of Motion by the North Eastern district committee.
That this Conference, being concerned with ne far-reaching effect of impending legislation on the local government service, calls upon the National Executive Council to take all possible steps to ensure that in every Act of Parliament or Order in Council affecting the functions of local authorities adequate provision is made for the protection of the status, conditions of employment and remuneration of local government officers, including officers on war service and officers directed into industry or other work of national importance.

50. Staff Colleges.
Notice of Motion by the Rochester branch.
That this Conference notes with satisfaction the steps contemplated by NALGO to assist in the rehabilitation of local government officers now on war service, but strongly recommends that the present proposals should be further developed in order to give the maximum possible assistance to the younger officers concerned, and with this object in view urges the establishment of one or more staff colleges which would be available to any who might desire to take advantage of the facilities thus provided for concentrated study.

51. Refresher Courses.
Notice of Motion by the Lindsey branch.
That the National Executive Council be instructed to make arrangements, either with the Universities or otherwise, for adequate post-war refresher courses for local government officers resuming normal work after war service ; and that local authorities be requested to permit those officers who desire to take advantage of these courses to do so on full pay.

52. Equality of Opportunity for Training.
Notice of Motion by the Surrey branch.
That this Conference welcomes the continued development of educational activities by the Association and urges the National Executive Council to direct the educational resources of the Association towards securing equality of opportunity for officers in those departments of the service where chief officers are normally required to hold professional or academic qualifications, requiring attendance at a University or other special centre, or where service of articles and/or payment of a premium is customary.

53. International Exchange of Views on Local Government Travelling Scholarships.
Notice of Motion by the Metropolitan district committee and the Southall branch.
That this Conference requests the National Executive Council :—

(i) to take steps to create machinery to provide for the interchange of views and information between the Association and local government members of other nations ; and

(ii) to consider the allocation of funds for the purpose of providing travelling scholarships to enable members of the Association to visit other countries in order to study local government abroad and also to assist in the promotion and maintenance of closer international understanding.

54. *Notice of Motion by the Abertillery branch.*
Recognising the vital importance of continued post-war collaboration in the interests of peace and prosperity of all the allied nations, and the important role played by local government in the democracies ; this Conference requests the National Executive Council to make contact with corresponding bodies in the Soviet Union, U.S.A., and France, with a view to mutual collaboration, exchange of visits, information, etc., and to report back results to the next annual Conference.

55. Provision of Holiday Camps.
Notice of Motion by the Metropolitan district committee.
That power be restored to the National Executive Council to purchase holiday camps.

56. Memorial to Members who Lose their Lives as a Result of the War.
Notice of Motion by the Sheffield branch.
That the National Executive Council be instructed to present a report to the 1946 Conference upon proposals for the provision of a permanent memorial to those NALGO members who lose their lives as a direct consequence of the present war, such proposals to embody alternative schemes of a character directed to the well-being and welfare of members and their dependents and suggestions for raising the necessary funds for that purpose.

57. *Notice of Motion by the Barnsley and district branch.*
That the National Executive Council be asked to consider the provision of some suitable form of memorial to those members of NALGO who lose their lives in the service of their country during the present war, such memorial to be of such a character as to look after the well-being and welfare of members and dependents, and to consider also as to how necessary funds shall be raised for this purpose.

58. Appointments to Staffs of Education Authorities.
Notice of Motion by the North Eastern district committee.
That the National Executive Council be requested to enter into discussion with the appropriate associations of local authorities with the object of ensuring that when administrative appointments are being made to the staffs of education authorities undue prominence is not given to teaching experience and equal opportunity is afforded to members of NALGO who have made the administrative service their career.

59. Temporary Appointments.
Notice of Motion by the Doncaster and district branch.
That this Conference, whilst endorsing the recommendation of the National Joint Council hereon, is of opinion that the objects cannot be attained without some parallel scheme to safeguard adequately the future of officers willing to accept such temporary appointments, and instructs the National Executive Council to formulate such a scheme of safeguards either by a system of secondment or otherwise.

60. *Notice of Motion by the Southwark branch.*
That this Conference deplores the position which has arisen over a period of years whereby a number of officers having been engaged in a temporary capacity before the outbreak of war are still retained on a temporary basis, and that steps be taken to deal with such cases immediately upon the cessation of hostilities.

61. Re-allocation of Man Power and Control of Engagement.
Notice of Motion by the Metropolitan district committee and the Southall branch.
That this Conference requests the National Executive Council to give early consideration to the implications of the recent Government White Papers on "Re-allocation of Manpower between Civilian Employments during any Interim Period between the Defeat of Germany and the Defeat of Japan" (Cmd. 6568) and "Higher Appointments" (Cmd. 6576) so far as they relate to men and women employed in the local government service and also to the position at the present time of women officers under the Employment of Women (Control of Engagement) Order, 1943, with a view :—

(*a*) to making representations, on behalf of the Association, for the exclusion of appointments in the local government service from the purview of the appointments department of the Ministry of Labour and National Service ;

(*b*) to devising the appropriate machinery for dealing, through the Association, with the employment and transfer of men and women in the local government service during such time as control of engagements may continue ; and

(*c*) to making application to the Minister of Labour and National Service for recognition of the machinery of the Association as an approved employment agency under the Employment of Women (Control of Engagement) Order, 1943.

62. Undertakings (Restriction of Engagements) Order.
Notice of Motion by the Billericay branch.

That this Conference instructs the National Executive Council to urge the Minister of Labour to remove the present restriction imposed by the Undertakings (Restriction of Engagements) Order on the staff of surveyors' departments, so that the engagement of such staff may be under the same conditions as those employed by other departments of local authorities.

63. Employment of Non-Infectious Tuberculous Persons.
Notice of Motion by the Fulham branch.

That this Conference, recognising the immense social importance of the employment of non-infectious tuberculous persons :—

(i) instructs the National Executive Council to :

(*a*) approach the associations of local authorities with a view to recommendations to their members to employ, in suitable posts, a proportion of such persons as a contribution to their rehabilitation in accordance with the proposals of the Ministry of Health ;

(*b*) co-operate with similar organizations (such as those of civil servants and teachers) in urging the Government to secure the employment of such persons in local and central government and other suitable places of work ; and

(ii) urges all branches to make direct approaches to their own councils to employ such persons, who are otherwise suitably qualified.

64. Qualifications of Nursing Staffs.
Notice of Motion by the Glasgow branch.

(*a*) That this Conference is of the opinion that more consideration should be given by employing authorities to the qualifications and training of nurses appointed to senior posts ; that in all instances where supervisors of nurses are appointed these persons should hold, at least, the certificates required to be held by the nurses they are appointed to supervise.

(*b*) That the National Executive Council be requested to make representations with this end in view.

65. Members Seeking Election to Parliament.
Notice of Motion by the Wolverhampton and district branch.

That the National Executive Council be given authority to assist, at its discretion, any member or officer of the Association who seeks election to Parliament, irrespective of the political party to which the member or officer may belong.

66. *Notice of Motion by the Stourbridge branch.*

That this Conference instructs the National Executive Council to assist at their discretion any member of the Association who seeks election to Parliament as an independent candidate both financially and by placing at his or her disposal the services of the Association's offices and staff.

67. Housing—Nationalization of Land.
Notice of Motion by the Glasgow branch.

That this Conference pledges itself to support the national drive for the rehousing of the country, the principal responsibility for which will fall on local authorities, and being of the opinion that the problem of acquisition of land is a crucial one, reiterates its demand for the nationalization of the land ; and demands further that interest-free loans for housing purposes be granted to local authorities.

68. District Committee Areas.
Notice of Motion by the Luton branch.

That this Conference considers that the time is now opportune for a revision of the areas of the district committees in order to secure uniformity between areas of the district committees and provincial councils, and that the National Executive Council take immediate steps to obtain such uniformity.

69. Branch Organization.
Notice of Motion by the West Lancashire branch.

That in the opinion of this Conference the present method of two or more authorities of different types amalgamating for the purpose of forming a branch of NALGO, is very undesirable, particularly in view of the possible requirements of post-war reconstruction, and the National Executive Council should take immediate steps to endeavour to rearrange branches in order that various authorities shall not be amalgamated unless their interests are similar. Nothing in this motion is intended to prevent small boroughs, urbans, or rurals, whose interests are mainly identical, from being formed into one branch.

70. Membership of the Association.
Notice of Motion by the South Wales and Monmouthshire district committee.

That the Rules of the Association be amended to provide that all those local government employees designated as "servants" who are not specifically provided for by recognised vocational or craft unions or associations shall be eligible for membership of this Association.

71. Retired Members.
Notice of Motion by the Manchester branch.

Delete existing Rule 4, sub-paragraph "Retired Member" and substitute the following :—

"Retired Member" means a person who has retired from the service *by reason of incapacity or age limit* and who on the day immediately preceding the date of his retirement from the service had been continuously a member for a period of *five* years and is elected a retired member by the Council on the nomination of his branch. Provided that the application for election as a retired member shall have been made on the appropriate form within *18* months of retirement from the service and that a retired member shall not be eligible for membership of the Council or any committee thereof or to hold office in a district committee or a branch, either elective or ex-officio *and shall not be entitled to vote when a ballot or referendum of members is taken.*

Note.—Alterations and additions to the existing rule are in italics.

72. Representation at Conference.
Notice of Motion by the Manchester branch.

Rule 24—Proportion of Representation.

Delete the words "and retired members" at the end of the Rule.

Note : Rule 24 sets out the basis of representation at Conference and provides that honorary members and retired members may be appointed as representatives.

73. Women Representatives on the Council.
Notice of Motion by the East Midland district committee.

That Section (2) of Rule 51 be deleted from the Rules of the Association.

Note.—Section (2) of Rule 51 reads : "In the event of two women not being elected under the provisions of Section (1) of this Rule, two women representatives shall be elected by the members of the Association as provided in Rule 44."

74. *Notice of Motion by the Staffordsh branch.*

That the Rules of the Association relati to women's representatives be amended as to provide that in the event of ten wom not being elected as ordinary members of t National Executive Council, ten women sh be elected as direct representatives of t women members by the members of t Association. Provided that in the event two women being elected under the pr visions of Section (1) of Rule 51 the provisio of Section (2) of the Rule shall only app to the election of the other eight wom representatives.

75. Sectional and Professional Organizatio in Scotland.
Notice of Motion by the Scottish district co mittee and the Glasgow branch.

That Rule 95 be amended in order to bri representation of sectional or profession organizations in Scotland into line wi England, and that for this purpose a Standi Joint Committee be set up in Scotland.

76. Induction of President.

77. Any Other Competent Business.

COUNCIL TRIBUTE TO J. B. SWINDEN

"A Record Unequalled"

Other matters dealt with by the N.E.C. include

Presentation to Mr. J. B. Swinden—To ma the retirement of Mr. J. B. SWINDEN, NALGO organising secretary since 1936, and depu general secretary since 1943, Mr. A. A. GARRAR the President, presented him, on behalf of t Council, with a grandfather clock, "as a tok of the high regard, affection, and goodwill" which he was held by all associated with hi With his departure, after 20 years in the servi of NALGO, Mr. Garrard said, the Associati was losing a valued, able, thorough, and co scientious officer and colleague with a record service unequalled by any member of the sta He had played a major part in the developme of the Association and its expansion, during the twenty years, from 358 branches and 34,0 members to 780 branches and more than 130,0 members. One of the best tests of a man, M Garrard continued, was the regard in which was held by his colleagues. How well M Swinden passed this test was shown by tw tributes to him in the current number of t NALGO staff journal, one, by a senior offic describing him as "a magnificent colleague and splendid friend," and the other, by a junior his department, acclaiming him as "a boss in million, who has earned the respect and affecti of us all."

In addition to his immediate colleagues in t Association, Mr. Swinden was held in high rega by the representatives of Government depa ments with whom he had come into contact, a had materially added to NALGO's prestige his unfailing courtesy, urbanity and efficien He was shortly to undertake an important missi for the Government, and they wished him succe in that, and good health, and many happy yea of retirement.

Replying, Mr. Swinden expressed his bel that NALGO was today on the threshold greater events and developments than any it h yet known. The Association was more firm established than ever and would, he was co fident, accomplish even more in the next fi years than it had achieved in the past ten. owed its position today—a position in which local government officer could afford to do witho it—to the fine leadership it had had from t National Executive Council. He thanked t Council for its gift, and expressed confidence th his successor, as chief organisation officer, M HADEN CORSER, to whom he was now handi the torch, would keep it alight even more bright than he had done.

Mr. Swinden has been appointed chairman a committee set up by the Colonial Secreta to inquire into reorganization of the civil servi in Mauritius, and had planned to leave last mont but the recent hurricane on the island has caus his departure to be delayed until May. Eager retain his services as long as possible, the Coun decided to reappoint him temporarily until he due to leave this country.

Vacancies on National Joint Council—Mr. G. BOLTON was nominated as a member of the ecutive committee of the National Joint uncil, and Mr. LEWIS BEVAN was elected a mber of the council, to fill the vacancies ated by the retirement of Mr. Swinden.

Salaries of Masters and Non-Nursing Matrons Public Assistance Institutions—Attention was awn to the scales of salaries recently negotiated rough the National Joint Council, and a letter is read from the North Eastern district committee complaining of the conditions accepted. ic Council authorised the staff side members attempt to reopen negotiations for a review of e conditions and/or the scales, if an investigation peared to justify it. It was also decided that r. H. ALLEN, and Mr. A. G. BOLTON should eet the North-Eastern district executive, to discuss is matter

Education Department Staffs—As we reported February, the N.E.C. decided at its January eeting that staffs of district education authorities ansferred to county councils by the Education ct, 1944, should remain members of their present anches up to the end of the current branch ancial year (October 31, 1945). It was now reed that, from November 1, 1945, these ficers should become members of the appro- iate county council branches in accordance ith Association rule 55, but that the branches whose areas they work should be asked to cept them as "attached" members for social d educational purposes.

Administrative Appointments in Education—In attempt to combat the tendency to require aching experience for these appointments, A L G O is arranging to discuss the problem ith the County Councils Association and the ssociation of Municipal Corporations. The inistry of Education has declared that this is matter with which it is not concerned.

Nurses in Voluntary Hospitals—The Council cided that nurses in voluntary hospitals should ot be admitted to membership of N A L G O, at that, subject to the approval of Conference, rses who transfer from local authority to voluntry hospitals, and who are members at the time transfer, should be allowed to retain their embership.

Public Utility Staffs—It was agreed, again subct to the approval of Conference, that staffs of atutory undertakings who have been admitted a local authority superannuation fund under e provisions of the Superannuation Acts of 22 and 1937, might be admitted to membership the Association.

Temporary Appointments in Wartime—The ouncil approved the action taken (and reported LOCAL GOVERNMENT SERVICE in February) to rotect the interests of local government officers the Forces by making only temporary appointents during the war.

Rushcliffe Committee—On a report from the omen's services sub-committee, the Council greed that, in view of the many anomalies re- aled in the Rushcliffe scales of salaries for rses, a case had been made out for some evision, and authorised the Association's repre- ntatives to enter into negotiations on the matter.

Careers for Women—An exhaustive tabulation f careers open to women in local government, nd the qualifications needed for the various posts, as considered by the women's sub-committee, nd the Council decided to refer the statement the education committee with a view to its rther examination and eventual publication.

Equal Pay—It was reported that the Associaon had been invited to give oral evidence before he Royal Commission on Equal Pay on March 23, nd the following representatives were appointed : he president (Mr. A. A. GARRARD), the chairman f the council (Mr. E. A. S. YOUNG), the chairman f the service conditions and organisation comittee (Mr. H. ALLEN), the chairman of the omen's services sub-committee (Miss I. STANSELD), Miss E. DAWSON, and Miss A. GAYWOOD women's organiser).

Campaign to Educate New Voters—It was ecided to devote the public relations machinery his year to a campaign designed to give the ten fifteen million people who, this year and next, ill have the opportunity to vote in a municipal ection for the first time in their lives, some idea f what local government is and does, and thus enable them to use their vote intelligently. very available publicity medium will be used that campaign, and district committees and ranches will be asked to assist.

"Local Government Service"—It was reported hat the Paper Controller had recently allowed a ight increase in the allocation of paper for the ournal. As a result of this it will be possible to ncrease the circulation to 103,000 copies a month, which will make it possible to supply branches with Journals in the proportion of 75 per cent of their membership as returned on October 31, 1944. As far as possible the new ration will take effect this month. To make it possible to provide every member with a full report of Conference, the Journal will not be published in August, and the paper thus saved will be used for the publication of a 32-page Journal as soon as possible after Conference, and to print sufficient copies to supply a 100 per cent quota to branches.

District Public Relations Officers—It was reported that the West Midlands district committee had recently appointed MR. M. J. MILES as public relations officer for the district, and that the Metropolitan district committee had decided to appoint a public relations sub-committee. All district committees are to be invited to appoint public relations sub-committees and district public relations officers.

Reconstruction Committee Report—The Council approved and agreed to publish the second report of the N A L G O Reconstruction Committee, dealing with relations between local government and the community.

University Training in Public Administration—Steps are being taken to secure an expansion of the facilities for the study of public administration and local government, and to obtain the support of other organisations in this work.

Metropolitan District Education Centre—It was reported that the Metropolitan district area education committee proposed to set up in the autumn an education centre where members might be given advice on training for the local government service and where reference books would be available for consultation ; it is proposed later to inaugurate lectures on local government subjects. Details will be announced as soon as the arrangements have been completed.

Nurses' Scholarships Scheme—The nurses' scholarships scheme is to be continued for a further year. Details will be announced later.

Workers' Educational Association—It was agreed to make a donation of £10 10s. to the W.E.A., in addition to the affiliation fee of £5 5s.

Tribute to Miss I. Stansfield—The president, Mr. A. A. GARRARD, on behalf of the Council, paid a warm tribute to Miss I. STANSFIELD, one of the two women members of the N.E.C. and vice-chairman of the education committee, who is not standing for re-election. Miss Stansfield has been a member of the Council for ten years, during which time, Mr. Garrard said, she had rendered outstanding service, especially to the Association's education work.

District Committee Finances—In an effort to solve the financial difficulties created by Scotland's very large area and scattered branches, Messrs. H. ALLEN and E. L. RILEY visited the Scottish district and, on their recommendation, the Council decided to call a meeting of officers of the Council and all district committees to discuss the allocation of expenditure from national, district, and branch funds.

Constitution of Local Joint Committees—To secure uniformity, a model form of constitution for local joint committees was approved.

B. and O. Fund Progress—The chairman of the Benevolent and Orphan Fund, Mr. R. T. SHEARS, presented the most satisfactory financial statement ever put before the Council. For the first time in the history of the fund, he said, subscription income had exceeded the amount of grants, and for the first time also the surplus in the fund exceeded the goal of £100,000—compared with a surplus of £69,000 in 1939. That was a reflection of the magnificent way in which district committees, branches, and individual members throughout the country were supporting the fund. But while the position was so satisfactory, it was not the purpose of the B. and O. Fund Committee to collect big surpluses ; its primary aim was to help members, and it would continue to do that. Grants had been increased several times during the war, and the committee intended soon to submit proposals designed to increase still further the benefits given to members. In particular, they wanted to do something to help war orphans, but before a policy could be approved it was necessary to obtain information from the districts.

In view of recent public anxiety over the treatment of orphans in some institutions, he recently paid an unannounced visit to one of the orphanages in which the fund had placed two children. He found both children happy and well cared for, and a credit to the Association. It was proposed to visit all the children who were being maintained in orphanages by the Association.

In response to suggestions from other members, Mr. Shears promised that the committee would consider what more it could do to assist elderly members and members who had aged parents needing the care and attention it was often so difficult to provide to-day.

Holiday Centres—Although the Cayton Bay holiday centre has been derequisitioned, the amount of repair and redecoration needed and the difficulty of replacing the equipment which was destroyed by enemy action in 1941, will make it impossible to reopen the centre for holidays this year. A manager is, however, to be appointed immediately, and the chairman of the special activities committee gave an undertaking to inform candidates that the cost of living bonus would be at the present Whitley Council rate of £49 15s. per annum, not £25 per annum as advertised last month.

There appears to be no possibility of an early release of the Croyde Bay holiday centre.

The Association's hotel at Rhos-on-Sea is fully booked up from the middle of June to the first week in September by members and their families.

Nalgo Diary—An estimate has been accepted for 12,000 diaries for next year, and the manufacturers have promised delivery by the end of November, subject to no unforeseen circumstances arising. It was decided to allocate a supply to each branch based on membership. Should any branch not need the number allocated to it, the surplus diaries will be redistributed amongst branches needing extra copies.

Mr. E. A. S. Young (chairman of the Council) presided, and those present included : Messrs. E. L. Riley (vice-chairman), R. Adams, H. Allen, E. F. Bacon, F. Bainbridge, W. R. Beevers, G. T. Belton, L. Bevan, N. W. Bingham, H. Blizard, A. G. Bolton, E. M. Bourne, S. H. Brodie, J. Brown, R. D. Brown, J. Chaston, A. Clark, R. W. Coppock, E. R. Davies, Miss E. Dawson, J. W. Edmonds, J. Y. Fawcett, A. A. Garrard, R. E. Heron, F. H. Harrod, P. H. Harrold, S. A. Hughes, H. W. John, H. R. Jones, H. Joyce, G. Llewelyn, S. Lord, F. R. Mann, T. Nolan, A. E. Nortrop, A. E. Odell, A. Denton Ogden, J. Pepper, G. W. Phillips, A. Pinches, W. Pitt-Steele, C. A. W. Roberts, W. Rowlands, H. Russell, R. T. Shears, Miss I. Stansfield, L. C. St. Leger Yeend, T. Spence, W. Strother, H. Taylor, L. H. Taylor, W. Threlfall, J. S. Underwood, W. F. Veasey, J. H. Warren, S. Whitehead, and J. Young.

Logomia Progress

When the Logomia Board met on March 8, it was pointed out that the total premium income exceeded £100,000 for the first time, being over £103,000. Logomia's next target is to reach the million figure for total funds, which at December 31, 1944, exceeded £840,000.

Provident Society

Meeting on March 9, the Committee of Management of the N A L G O Provident Society decided that an allocation of 7½d. in the shilling be made to members' "Rest" accounts for 1944. The approximate cost of this distribution is £23,000.

PENSION INCREASES REFUSED

Information Wanted

AS most pensioners know, when making application for an increase in superannuation allowance under the Pensions (Increase) Act, 1944, the pensioner must give details of his and his dependants' total income during the "basic period," which is the twelve months ending December 31, 1943, if he retired before that date, or if he retired after that date, the twelve months ending on the day before his retirement. The amount of the increase in pension is determined by reference to the income during this "basic period," provided that any reduction or increase in income during or subsequent to the basic period shall be taken into consideration.

For example, if a man on a salary of £400 per annum retired on July 1, 1944 on a pension of £200, his income for the basic period from July 1, 1943, to June 30, 1944, would be £400, but the reduction to £200 on July 1, 1944, should be taken into consideration in fixing the amount of the increase in pension to which he is entitled under the Act.

Some local authorities are not granting increases in this type of case whilst others are giving the proper increase, having regard to the reduced income. To find out how widespread is the practice of refusing the increase, N A L G O asks all pensioners affected in this way to send particulars to their branch secretaries.

Why Did NALGO Accept 23s. Bonus Award?

LOCAL authorities are now being urged to adopt the new cost-of-living bonus award of the National Whitley Council. In connection with it we would like to refer your readers to the editorial in the October issue of LOCAL GOVERNMENT SERVICE, of which the following are salient extracts :

"Between October, 1938, and January this year (1944), the Ministry reveals, the average earnings of all manual workers—men, women, and juveniles—increased 79 per cent. That includes overtime, night work, longer hours. . . .

"A safer guide to the real increase in working class wages is the figure of average wage *rates*. This shows an increase of 32 per cent since 1938—roughly equivalent to the rise in the cost-of-living figure."

(A recent Press announcement gave the average increase in wage rates for the country as 46 per cent.)

"Compared even with this much lower figure, the local government bonus makes a poor showing. For a man with a basic salary of £5 a week, the current award of the National Whitley Council represents an increase of 19 per cent ; while for women it is lower still. Nor must we forget that the cost of living index itself does not indicate the true rise in the cost-of-living which has been estimated variously at levels around 50 per cent above pre-war figure.

"In view of the impending negotiations on national salary scales, NALGO has wisely decided to defer raising the bonus again in the National Whitley Council before the November meeting. But when it does so it is to be hoped that the overwhelming case for an improvement will meet with the response it deserves."

There are several other points which might be brought to the notice of members. In the first place, one is reminded of Sir John Anderson's Budget speech last year, in which he threatened a rise of 5 per cent in the cost of living index during 1944, on the grounds that wages had risen faster than prices and that the Government could not go on "blindly pouring out subsidies to keep the cost of living down." So far, that rise has not matured—but there will be another Budget speech soon which NALGO members should watch with interest.

Further, it is disputed (as the article quoted above pointed out) that the present Ministry of Labour index reflects the true rise in the cost of living.

A Treasury index of the rise in prices of consumer's goods (published by the Government in the White Paper on National Income and Expenditure issued along with the 1944 Budget) and worked out on the basis of prices of goods and services which form 90 per cent of total retail expenditure, shows a rise of 41 per cent since 1938 compared with a rise of 28 per cent in the cost of living index. But this 41 per cent excludes the £1,073 million paid by the people in indirect taxation and the £190 million they get back in subsidies. Recalculated by the "Economist" and the Labour Research Department to include these, the index of market prices actually paid by consumers is 54 per cent above pre-war.

In the light of these facts, it is obvious that the recent award of 23s. for male local government officers on salaries not exceeding £1,500 is inadequate. Yet the staff representatives on the National Whitley Council must have been fully aware of the facts, and by virtue of their appointment to the National Executive Council they should be competent negotiators. Can we be told why they accepted such a low award ?

Finally, we would remind members of the impending negotiations on national salary scales. Bear in mind your present remuneration will have a big bearing on any agreement reached. Are you satisfied ? It is our intention to move a resolution at our next local executive meeting in the following terms :

> "That this meeting views with concern the recent award of the National Whitley Council regarding the cost of living bonus and strongly urges that immediate steps be taken with a view to obtaining an increase of the award to a figure commensurate with the present cost of living figure."

Local government officers appear to be the "Cinderellas" of the services, if the recent awards to other services are compared with ours. How much longer is such a state of affairs to continue ? It is in the hands of the members. To them we say : "Get moving—get a similar resolution to the above on your next executive meeting agenda."

Nottingham. R. T. SLOWMAN,
H. W. GRAY,
R. E. BRAZIER,
T. WEST,
P. PAXTON.

No Benefit for Juniors

MY attention has been drawn to a case which shows that the comment in the March Journal to the effect that the new cost-of-living bonus gives "substantial advances for all grades" is not in accordance with the facts. The case is that of the junior (male) under 18 who is receiving

READERS' FORUM

Letters for the May journal must reach the Editor, 24 Abingdon Street, London, S.W.1., not later than Friday, April 28.

9s. 6d. a week war bonus under the previous award and who will therefore receive no benefit from the new award.

"NE FRONTI CREDE."

Industrial Earnings up 80%

FIGURES given in the "Ministry of Labour Gazette" for February show that between October, 1938, and July, 1944, six million workers in manufacturing and other principal industries have obtained the following increases in average earnings :

	Increase	Average Earnings (July, 1944)
Men, over 21	80%	£6 4 4
Youths and Boys ..	81%	2 7 4
Women, over 18 ..	98%	3 4 3
Girls	89%	1 14 11

No figures are given for local government officers. It would be interesting to have them.

Ayr. QUESTION MASTER.

THE PENSIONER'S BONUS
"NALGO Could Get It For All"

I AGREE with "Yet Another Pensioner" and A. G. Edwards that, given the will, NALGO is strong enough to bring pressure to bear on the "powers that be" for a war bonus on all pensions.

If it is right for salaries up to £1,500 to have a war bonus, then it is even more necessary that equal treatment should be meted out to pensioners. In all walks of life the necessity has been recognised for increases in wages and salaries to meet the increase in the cost of living.

On several occasions I have written to the general secretary of NALGO on this subject, but he says that it is hopeless to expect any redress.

One wonders where NALGO would be today if some of us older retired members had taken this view about the problems relating to service conditions years ago ?

I am afraid that many, when they retire, also retire from NALGO, but I would advise all who do remain members to keep writing to both the general secretary and their Members of Parliament until something is done.

I would also appeal to the non-retired members to give a thought to those whose circumstances get more difficult week by week, and actively to co-operate in this matter. Acting all together we can get justice for all those whose only fault is that they were born too soon.

Cambridge. FAIR PLAY.

The Pensions (Increase) Act, 1944, makes provision for increases in the pensions of naval, military, and air force pensioners, civil servants, teachers, police, and professional firemen, as well as local government officers. Efforts were made by the various trade unions and other organisations representing these classes of public officials, and by Members of Parliament of all parties, to induce the Government to agree to the pensions of all these public officials being increased to meet the increased cost of living, without any means test. All these efforts failed to induce the Government to remove the means test, but they did succeed in obtaining increases in the income limits for the purposes of the Act from £250 to £300 for a married pensioner or an unmarried pensioner with a dependent, and from £175 to £225 for an unmarried pensioner without a dependent, and also a provision that in [illegible] income [illegible] £52 a year should be disregarded.

On the question of increasing the pensions without regard to the income of the pensioner the Government was adamant and indicated that it was prepared to provide increases only for the lower range of pensions to mitigate really severe hardship. In moving the second reading of the Bill in the House of Commons, the Chancellor of the Exchequer said :

"I made that perfectly clear ; and the House will see, from the terms of the Bill, that the view of the Government in that respect remains the same. During this war Government action has been effective in restraining the most harmful economic effects of war conditions : by rationing, by price control, by the Government's stabilisation policy. Moreover, war conditions have created the need, and have provided the opportunity, for work for every able-bodied person. That being the background, it is, in the view of the Government, right and proper that we should approach this problem from the standpoint of hardship."

"Fair Play" is not being quite fair when it singles out NALGO—only one of the trade unions and organisations concerned—to be blamed for failing to obtain increases in the pensions of public officials irrespective of their means.

NATIONAL SCALES
Wanted at Once

"GRAND National's" letter in the February journal hits the nail on the head. National salary scales should be adopted at once and NALGO should do all in its power to see that they are adopted by *all* local authorities.

There has been too much said in the past regarding the local government officer's "safe" occupation and little about him being the poorest paid. An effort should be made to bring us more into line with the civil service. Officers should no longer be penalised because they will eventually draw superannuation on retirement, for which in any case they have had to pay.

ASHFORD, KENT.

WARTIME APPOINTMENTS
Problem Not So Simple

THE case for making all war-time appointments temporary is not so clear-cut as suggested by your correspondents at "Abingdon." While we must always be vigilant in the interests of our colleagues in the Forces we must also face the realities of the present position. To make all posts now becoming vacant temporary will cause difficulty if it is intended to re-advertise them when our service colleagues are able to apply. This will presumably not be for another two or three years : are the temporaries then to be given a month's notice and put out of work ? Surely this is too much to ask our members to sacrifice.

Temporary appointments should be limited to those posts which men from the same department now in the Services have the necessary qualifications and experience to fill. Where this does not apply—the majority of cases—the vacancies should be advertised in the normal way.

If the reconstruction schemes which are so much talked about come to fruition, there will be vacancies in plenty for our now-absent colleagues. In the meantime, it would be better if we agitated for more positive action in the shape of adequate facilities for retraining and qualifying to enable our Service colleagues to take their places among us once more on a basis of equality.

City Engineer's Dept. G. A. WEBSTER
Lincoln.

Penalising Those at Home

I AGREE with "Festina Lente" in the March journal that NALGO's move to make all war-time appointments temporary offers a solution. I have volunteered for the Forces on three occasions, and am still here. I have volunteered for U.N.N.R.A., and expect the same result. Why should I be penalised because I have been unable to undertake military service ? NALGO continues to support such a [illegible] I shall have to consider giving up my membership of the Association, and rest on the laurels of my professional attainments in spheres outside local government. I have 17 years of local [illegible] service to my credit, and hoped for more with other authorities, but the Association's present policy does not seem helpful. "Two wrongs do not make a white."

CHIEF OFFICER

blem of Those Over Age

'HILE one has every respect for, and sympathy with, men and women in the Forces, re appears to be a tendency to overlook the that there is a number of men and women , though still comparatively young, were over tary age at the beginning of the war, including ie who were in the Forces in an earlier small t-up. Are these people to be denied "per- ient preferment" during the war? If so, on it grounds?

ome of the letters on this subject give the ression that all vacancies will cease at the end the war, whereas the possibilities are that, one to three years, they will be more numerous n ever, as a result of deaths, retirements at mal retiring ages, and, most important, rements of officers who would normally have red during the war but whose services have n extended from year to year.

While I agree that something should be done in matter, I cannot agree with the present ompromising attitude of the N.E.C. and would ind that body that N A L G O is composed of re than one section.

Bishop's Castle, H. LONGDEN.
Salop.

E DEMOBILISED MAN

cognition of Rank Unfair

AVING just read S. H. Hassell's letter in the January journal, may I offer my ualified support for all he says in opposing ognition of promotion gained in the Forces return to civil life.

My young brother, also a local government cer, was captured in France in May, 1940, so will complete five years captivity next nth (unless Jerry cracks before then) as a ble private. What will his prospects be in local government service when he returns? e many others, I, too, have spent a consider- e time in uniform and I certainly am hoping and expecting a square deal when I return.

As a member of a public assistance department, future is already uncertain with the Govern- nt's social welfare plans looming ahead, so I erely trust that N A L G O will do everything sible to ensure that *all* ranks in the Services equal consideration on and after demobilisa- n.

Hastings branch. C. C. JENKINS, R.A.F.

rtificial Divisions"

HE fact that a man has held a commission, or has reached high non-commissioned k, does not mean that he is likely to prove ful as a local government officer. In fact, contrary is more likely to be true. Secondly, re are many men in the Forces who refuse motion and commissions on conscience unds—as a mute protest against the system which the Services are run. These men are more likely to prove good servants of the lic than are those who have been accustomed aving their every whim pandered to, or those o have been content to sit back and let others rk.

The British public must come to realize that st of us loathe Service life and all it entails. are uniformed civilians, and, once we are d, we want to forget the Services. The sent trend of events in England is making us ry and cynical enough—the suggestion that present artificial divisions should be carried into Civvy Street arouses a resentment that s fair to shatter any hope of post-war co- ration in England.

D. ROBERTS, R.A.F., C.M.F.
Ex-asst. sec., Kensington branch.

ANNING BETTER BRITAIN

ncils Too Ambitious?

HAT half the towns of Britain need replan- ning, is admitted. Most councils want to utify their towns. But why, in Heaven's ne, don't they wed common sense to their nusiasm? Why don't they encourage their nspeople to take an interest by sponsoring ctical plans instead of formulating ideas that , in the future era of world shortages, never put into operation?

ust before the outbreak of war my own hority, a county borough whose rates have ained steady at 5s. in the £ per half year for decade or more, decided that the various nicipal offices, scattered all over the town, uld be united in an adequate and imposing n hall. There was no disputing the need for nd, in a period of cheap money, the council invited designs from architects and offered handsome prizes.

I forget now whether their conditions or desires included a partial town planning scheme, but that is what they got. The prizewinning design would certainly have improved the town out of all knowledge, with broad shopping centres, boulevards, and river embankments. But did any ratepayer (or councillor!) believe that such a grandiose scheme would ever be implemented?

It was discussed in the local press and inevitably condemned as extravagant and unnecessary. Mercifully, the council dallied until money became dearer and the plan was shelved.

Now the little south country town in which most of my army service has been spent has been bitten by the planning bug. If London, Bath, and Brighton can plan, then we can too, says Wolverton U.D.C., and shatters the composure of its ratepayers with a plan which will make this hospitable, though dingy, little town the Harrogate of the south.

A new town hall, a swimming bath, parks, broad streets, playing fields, a lido, and a camping ground are all included in a scheme that is nothing if not far-sighted. But, again, unfortunately, the demands of landlords whose land is to be acquired, and the cost of compensating displaced tenants of houses and shops, apart from the actual cost of building, have been discreetly ignored.

The local paper has been filled with screeds from righteously indignant ratepayers pointing out that the scheme is not so much a plan as a venture into Cloud-Cuckoo Land.

They are right. The money and labour of untold generations is already mortgaged to repairing the ravages of war both here and overseas. The beautification of Britain, needed without doubt if tourists are to be lured here, can, and must, wait. Until the stranglehold of landlordism and the relief of rates for heavily rated areas have been dealt with properly, such plans can be regarded as nothing more than expensive games for town councils to play with.

Planning is not wrong at any time, and sensible municipal plans should encourage ratepayers to take a keener interest in their affairs. But plans which can never be realised because they are too grandiose, do little good to bodies that are striving to "sell" local government to an unwilling public.

It is time that people realised that local authorities are not spending agencies with a bottomless purse to finance their whims. Organisations are judged by their policies, and if planning such as I have quoted represents typical programmes, then local authorities are building up an even greater mass of public feeling against them than already exists.

Bletchley. GEORGE MELL (Sgt.),
Treasurer's Department, Darlington.

EQUAL PAY ANOMALIES

"Feminist Propaganda"

IT is disconcerting to find that the N.E.C. has submitted to the Royal Commission a case in favour of equal pay for equal work for men and women. There have been votes in Conference on this issue, but the ordinary member has never had a chance of expressing an opinion. It is, of course, easy to make sweeping statements without proof, but I should be surprised if any but a small fraction of N A L G O's 95,000 male members were in favour of the idea.

In the office in which I work there are three men getting between them about £1,000 a year. These are responsible for feeding twelve mouths, clothing twelve bodies, and providing recreation, holidays and what not for the twelve. The income on which this has to be done averages about £85 per head. Three single women would be placed at an immeasurable advantage by getting equal pay. Having regard to social facts, one can hardly call this equality.

Of course, there are absurd anomalies in the present unequal pay system, but they are insignificant compared with those that would be created by an equal pay system.

The N.E.C. would have been much wiser if it had appointed a capable committee to consider whether alterations could be made in the present pay system which would rectify existing anomalies while having regard to the facts of the present social structure, instead of adopting a deceptive catch phrase. A complex problem was never yet solved by a slogan.

I doubt whether members in general will continue to allow their heads to be counted and their subscriptions used for carrying on this feminist propaganda.

Smethwick. FREDERICK CADDICK.

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Oxford

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TRANSFER OF SERVICES

Staffs Must Go Too

NALGO's policy when any particular social service is transferred from local authority to State department (or the reverse) is surely to be "transfer the staffs concerned and their rights of service pay and pension."

When the government buys land or other property or aircraft firms, it pays full price to shareholders and accepts responsibility to compensate. So it must do with workmen and officers, for their rights are surely as great as those of shareholders. Why not lobby M.P.'s (especially one party !) on that basis ?

L.C.C. Branch. S. H. HASSELL, R.A.F.

CENTRAL PURCHASING

New Association Needed

THE interest shown in central purchasing in your columns points to the need for the formation of a "Local Government Purchasing Association" for officers concerned with purchasing.

Common problems could then be discussed [illegible] suggested standards agreed upon, and recommendations made generally. Apart from being of value to officers, the association should be of tangible benefit to local authorities, resulting in more efficient buying and a saving of ratepayers' money.

All manner of specialist bodies exist in connection with local government, but we have no association concerned with municipal purchasing, which seems to be a neglected subject—more attention being paid to record keeping after the goods are bought than to the quality and value of the goods themselves.

The Courts, Carlisle. JOHN S. EARNSHAW.

Would It Save Money ?

THE recent articles in the Journal in favour of joint buying, prompt me to write in opposition. The whole trend today seems to be centralization. Who are the people who advocate this ? Obviously, those in the central departments of local authorities who, by commanding more and more authority, increase their status and create new appointments within their circle.

I should like to see proof of the saving of ratepayers' money, claimed for the system, and the method of proving it. As far as I can see, there may be a saving of fractions of pence on individual commodities, but this is quickly swallowed up in increased overheads, such as the appointment of purchasing officers with clerical staff, storekeepers, storage accommodation, and transport. When all this is comfortably installed the purchasing officer realizes that expert knowledge is required for the purchase of most commodities, which range from a pin to a steamroller, the councillors are confronted with a request for the addition of experts to supplement the staff, and so it goes on.

On the other hand, the stewards or masters of institutions, county surveyors, etc., have a sound knowledge, through experience, of purchasing in their own departments ; in addition, they have at their disposal skilled tradesmen (who actually handle the purchases) for consultation, if necessary.

Again, the creation of a central purchasing department, cannot reduce staff in the various sections of a local authority, because buying is a very small item when spread over a week's work.

ASSISTANT STEWARD.

UNIFIED AMBULANCE SERVICE

L.C.C. Has Two Sections

I WOULD willingly concede that the London County Council has been a pioneer in the provision of a comprehensive ambulance service and would be the last to suggest that any comparison could be made between the needs of London and those of Gateshead. Yet it is clear that your member of an L.C.C. branch is trying to maintain a contradiction in terms. My dictionary tells me that the words "to unify" mean "to make into a unit—to cause to be one," and that the word "section" means "a part separated from the rest." It follows, therefore, that the London ambulance service is not a unified service in the sense claimed for Gateshead because of the separation of the service into accident and hospital sections. Whether the hospital section is further divided into an infectious hospital service and general hospital service is not definitely known to me, but I understand that such subdivision may be in force.

(Continued at foot of next column)

(Continued from preceding column)

The point is that in Gateshead all the ambulances and drivers are available for the removal of accidents and of ordinary and infectious sick and of maternity patients to hospital.

In putting this point, no reflection is intended on the L.C.C. services, for, as everyone knows, London and its problems require separate legislation and treatment.

Gateshead. JAMES GRANT, Medical Officer of Health.

NALGO AND THE W.E.A.

Should We Offer Scholarships ?

WHILST it is true, as you point out in a footnote to Miss G. Lord's letter on NALGO and the W.E.A. that the Association has its own educational programme, this is of necessity limited and is concerned almost entirely with local government administration and subjects arising therefrom. The W.E.A., on the other hand, has a much wider educational scope and provides, amongst other things, classes in literature, biology, psychology, social geography, musical appreciation, philosophy, economics, and political science, all subjects of the greatest importance in the cultural education of adults.

As Miss Lord states, most of the leading trades unions, including the Civil Service Clerical Association, the Ministry of Labour Staffs' Association, and the Inland Revenue Staff Federation, have recognised the value of the W.E.A.'s contribution to adult education by offering scholarships to W.E.A. summer schools, and these are readily taken advantage of by their members.

If NALGO were to offer scholarships available at W.E.A. summer schools, it would give its members facilities for acquiring a broader basis of education, and provide them with opportunities for social and cultural contacts with people of varied interests and occupations, a factor which can be of great value to the local government officer. Also, it would complement rather than compete with NALGO's own educational scheme.

Todmorden. E. E. W.

SCOTTISH NOTES: Junior Scales First Step "Charter" for Whole Servi

THE Joint Industrial Council has approved the new salary scales under the grouping scheme. The junior scales (men and women) are :

Youths & Girls Group.	Age 16	17	18	19	20
1	£50	£60	£70	£80	£95
2	45	55	65	75	90
3	40	50	60	70	85
4	35	45	55	65	80

Men Group.	Age 21	22	23	24	25	26	27
1	£125	£140	£155	£170	£185	£200	£210
2	115	130	145	160	175	190	200
3	110	125	140	155	170	185	190
4	105	120	135	150	165	180	—

Women Group.	Age 21	22	23	24
1	£105	£115	£130	£145
2	100	110	125	140
3	95	105	115	130
4	90	100	110	125

The scheme is to become operative from May 15, 1945. Grades for Glasgow and Edinburgh are still to be negotiated.

The new maxima are to be reached in a period of not more than three years. The scheme applies to permanent employees but its application to temporary staffs is to be considered by the executive committee at its next meeting

NALGO has made recommendations to the council which, if approved, will safeguard the position of all temporary officers. Salary agreements entered into, in Scotland, by several of the trade unions have provided for the application of the recognised grades to all temporary employees after twelve months' service. We are trying to secure the recognition of a similar qualification.

The stage is now set for an approach on the larger and more important issue of a comprehensive scheme which will cover all employees. In England and Wales, as was reported in last month's LOCAL GOVERNMENT SERVICE, the National Whitley Council is examining the proposals embodied in NALGO's "Charter" which, in addition to salary scales and service conditions, proposes regulations covering qualifications, recruitment, and training, and codifying the relationship between officers and members of local authorities. There has hitherto been no attempt to provide uniform conditions in Scotland, and the task ahead is thus far bigger than that facing our colleagues in England. [illegible] vincial councils in England have, for several ye had recommendations governing recruitment promotion. If we achieve NALGO's posals at one step, we shall provide local auth ties in Scotland with an opportunity to introd regulations which will guarantee efficient serv

The provisions which seek to prevent vassing for appointments are most desirable. some parts of Scotland, when important posts vacant, canvassing is almost a pre-requisite interview. An efficient service cannot be obta under such conditions.

We are concerned with the efficiency of government, and in providing conditions salaries which will attract the best qual officers, we are helping to promote We must, however, insist that all our mem have a duty to fit themselves for the impor tasks which will be required of them in the y ahead. Their economic future is very lar in their own hands. NALGO can and make it possible for every member to fin useful career in local government, but his of advancement and degree of promotion are own responsibility.

Obituary

Mr. F. W. Greenhalgh an Sir Seymour Williams

We regret to record the deaths of—

F. W. Greenhalgh, former clerk to the M chester Guardians and clerk to the Manche assessment committee, and a past-president the National Poor Law Officers' Associat Mr. Greenhalgh became a member of NALG N.E.C. on the amalgamation of the N.P.L.O with NALGO, and sat on the Poor Law offic transfer committee, retiring from the cou on that committee way wound up.

Col. Sir Seymour Williams, K.B.E., T.D., nearly 50 years clerk to the Wormley R.D.C., a member and past president of the South-W Gloucestershire branch of NALGO. Seymour served for 44 years on the executive of Rural District Council's Association, of wh he was chairman for 28 years, and was a mem of the Royal Commission on local governm and numerous Government and departme committees.

MUNICIPAL COUNCIL OF NAIRO (KENYA COLONY).

Appointment of Assistant Town Cle

The Municipal Council of Nairobi, in the Col of Kenya, invites applications for the appointm of an Assistant Town Clerk.

Candidates must be British subjects between ages of 30 and 40, and must have had previ experience in local government administration a Town Clerk's office in a borough or municipa in Great Britain or South Africa.

Preference will be given to a candidate who Barrister or a Solicitor.

The salary attached to the post is £600, ris by annual increments of £30 to £920 per ann but a candidate with special qualifications experience may be allowed to enter the scale at appropriate point higher than the initial salary

The appointment will be for a period of t years in the first instance but subject to a p bationary period of six months. After the p bationary period the person appointed, if confirm in the appointment, will be required to contrib 7½ per cent of his salary to the Municipal Provid Fund to which the Council will contribute a sim amount.

The person appointed will be entitled to months' overseas leave on full pay with pass paid after each period of four years' serv Eighteen days' annual local leave is also

Applications, stating age, experience and qua cations and accompanied by a recent photogra medical certificate and certified copies (not origin of testimonials, should be addressed to the un signed.

W. W. RIDOUT, *Town C*

Town Hall, Nairobi, Kenya Colony
7th February, 1945.

Radio for everybody to be "laid on" like water or gas?

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The possibility of having radio entertainment "laid on" in the same way as electricity, gas, and water supplies was the coming thing just before the commencement of this war. In many towns it had already become possible to have a radio "main" connecting your house by private wire to a central control room from which programmes were distributed to subscribers. This was made possible by Rediffusion engineers.

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Throughout the war the Rediffusion service has been operating and an increasing number of listeners have become aware of its advantages. After the war, it is reasonable to predict that all householders will want to be connected to this service. They will be able to take advantage of all the experience gained through the operation of the service under war conditions, and by the movement of a simple switch, enjoy, under ideal reception conditions, the best that radio can offer.

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H.M. Forces

KILLED OR DIED ON SERVICE

Barrett, Cpl. K. C., R.E., surveyor's dept., Isle of Ely C.C. (whilst prisoner in Far East).
† **Benton, Cpl. H. D.**, R.C.S., clerk's dept., Wolverhampton (whilst prisoner in Far East).
Brown, W/O G. P., R.A.F., treasurer's dept., Doncaster.
Browne, Lt. J., H.L.I., improvements dept., Glasgow.
Burton, Bdr. P., R.A., health dept., Worksop.
Butler, F/Sgt. C., 24, R.A.F., treasurer's dept., Bacup.
Caffell, Bdr. G. W. J., cleansing dept., Luton (whilst prisoner in Far East).
Carah, Tpr. J. E., R.A.C., surveyor's dept., Exeter.
Chant, P/O L., R.A.F., clerk's dept., Yeovil (whilst prisoner in Germany).
Collins, Lt. L. J. F., finance dept., West Lancashire R.D.
Dunlop, F/O R. D., R.A.F.V.R., social services dept., Edinburgh.
Galbraith, Lt. N. J., R.N., weights and measures dept., Exeter.
Hattersley, W., R.A.F., electricity dept., Ashton-under-Lyne.
Kemp, Lt. W. J., S.E.A.C., engineer's dept., Fife C.C.
Nicholas, P/O H. H., R.N., education dept., Glamorgan C.C.
Parker, Gnr. F., engineer's dept., Leeds.
Pentney, Sgt. D. C., Dorking county hospital, Surrey C.C.
Pounsberry, Capt. L. T., Devons, architect's dept., Exeter.
Powell, S/Sgt. H. E., 24, glider pilot, Airborne Division, clerk's dept., Whitstable U.D.
Rowlands, Capt. J. W., treasurer's dept., Bangor.

MISSING

Currie, W/O S. B., R.A.F., treasurer's dept., Brentford and Chiswick.
Flaxman, Flt./Sgt. G., R.A.F., internal audit dept., Derby.
Hartshorn, Flt. Sgt. J. R., R.A.F., treasurer's dept., Dudley.
Morgan, Sgt. J. L., architect's dept., Glamorgan C.C.
Stirk, W/O C. J., R.A.F., gas dept., Stourbridge.
Walker, Sgt. C., R.A.F., libraries dept., Worksop (presumed killed).
Watson, W/Cdr. G., D.F.M., R.A.F.V.R., treasurer's dept., Stretford.
Young, F/O D., R.A.F.V.R., engineer's dept., Durham (presumed killed).
* **Young, Flt. Sgt. L.**, R.A.F.V.R., engineer's dept., Durham (presumed killed).

PRISONER OF WAR

Brown, Sgt. Obs. H. V., R.A.F., education dept., Durham C.C.

† *Previously reported prisoner.*
* *Previously reported missing.*

AWARDS TO MEMBERS

M.C.

Caul, Lt. R., libraries dept., Llandudno.

Cunningham, Lt. D. P., 25, treasurer's dept., Wallasey. While attacking the village of Montegridalfo, a key point in the Gothic Line, Lt. Cunningham's platoon was met by fire from three enemy machine guns, followed by intense enemy shelling and a determined counter-attack, in which the enemy infiltrated into houses in the area and covered all roads with machine-gun fire. In spite of this, Lt. Cunningham went round his platoon, encouraging and controlling their fire, as ammunition was very short, and after two hours of heavy fighting, drove out the enemy and saved a critical situation. It was entirely due to his gallant conduct and leadership that his platoon was able to gain its objective, capture one officer and 26 other prisoners, and hold the village against fierce counter-attacks throughout the night. His courage was an inspiration to all ranks.

March, Capt. R., R.A., finance dept., Newport (Mon.)—for gallant and distinguished services in N.W. Europe.

D.F.C.

Crow, F/Lt. G. C., R.A.F., treasurer's dept., Huddersfield.

Jenkins, Sqdn Ldr. D. P., R.A.F., education dept., Glamorgan C.C.

Lawson, Flt/Lt. J. A., R.A.F., surveyor's dept., Bexley.

Phillipson, F/O G., R.A.F., treasurer's dept., Stockton-on Tees.

BAR TO D.F.C.

Wade, Flt/Lt. N. W., D.F.C., R.A.F., electricity dept., Willesden—for attacks on important enemy targets.

A.F.C.

Brindle, F/O J. S., R.A.F., treasurer's dept., Morecambe and Heysham.

D.F.M.

Turner, F/Sgt. N., R.A.F.V.R., surveyor's dept., Castleford.

B.E.M.

Bennett, Sgt. F. C., Home Guard, Taunton.

Davies, S/Sgt. I. M., R.A.S.C., rating office, Llanelly R.D.

Evans, S/Sgt., W. T., R.A.F., parks dept., Bexley.

West, S/Sgt. (A.C) H. W., R.A., surveyor's dept., Exeter.

Woodman, S.Q.M.S. D. R., electricity dept., Willesden—for conspicuous service in N.W. Europe.

M.B.E.

Wilks, Maj. D. J., Home Guard, Taf Fechan Water Supply Board, Merthyr Tydfil.

MERITORIOUS SERVICE MEDAL

Connor, Ldg Wtr. A. J., D.S.M., R.N., tricity dept., Worksop.

MENTIONED IN DISPATCHES

Biddulph, Flt/Lt. C. V., R.A.F., health Salop C.C.—for outstanding service.

Cutts, Sgt. H. H., R.A.F., Taunton.

Lloyd, Sgt. E., welfare dept., Glamorgan

Macdonald, L/A/C N., transport dept., S ton-on-Tees (Oak Leaf).

Mostyn, Flt/Lt. S. P., D.F.M., R.A.F., surer's dept., Newton-le-Willows.

Orr, S/Sgt. A., R.A.M.C., sanitary Edinburgh—for services in the Middle East

Robinson, Sgt. D. G., R.A.F., senior comm clerk, Loughborough.

Selvey, Sgt. J. E., R.A.F., cleansing and port dept., Derby—for distinguished s (previously mentioned in dispatches in Oct 1942).

Williams, S.Q.M.S. I. L., treasurer's Glamorgan C.C.

COMMENDED.

Moses, Lt. H., clerk's dept., Glamorgan

Civilian

M.B.E.

Dunn, A. H., treasurer and comptroller, port (Mon.)—for valuable services rendere the war savings movement.

SALARIES AND SERVICE CONDITIONS

METROPOLITAN

Finchley B. has adopted an additional grade for women —£240 - 15—£330—and increased the maximum salary of chief clerks in the town clerk's and borough surveyor's departments from £550 to £600.

Feltham U.D. has adopted the Middlesex provincial council scales of salaries with effect from April 1.

Epping R.D. has adopted the North Metropolitan district council scales of salaries for permanent and temporary staff from April 1.

The Thames Conservancy Board has adopted the provisions of the Pensions (Increase) Act, 1944, for all its pensioners.

Barnet U.D. has adopted the North Metropolitan district council scale of salaries with effect from April 1, 1944, and the sick pay scheme from February 7, 1945.

NORTH WESTERN AND NORTH WALES

The matron of a municipal general hospital sought the assistance of the Association in a dispute with **Stockport C.B.** over the basis of calculation of her salary under the Rushcliffe report. The Corporation claimed the right to ignore certain groups of beds which the matron claimed should be included. The question was referred to the secretary of the Rushcliffe committee, who informed the corporation that the Association's case was upheld.

Rochdale C.B., after having a number of appeals taken by NALGO before the provincial council appeals committee awarded against it, decided to set up a special committee to try to settle differences locally. Of the first three appeals taken before this committee by the assistant district officer, two were allowed and one was rejected.

Representations made on behalf of individual officers have been successful in negotiations with **Ince-in-Makerfield** and **Ashton-in-Makerfield U.D.s** and **Limehurst R.D.**

Ince-in-Makerfield and **Grange U.D.s** have decided to allow 60ths instead of 120ths for non-contributory service, and **Irlam U.D.** has decided to allow 80ths.

Salary During Sickness

The staff side of the Lancashire and Cheshire provincial council, having considered a report of the staffs' secretary, decided not to press for any alteration of the sick pay regulations formulated and issued to local authorities last July, on the ground that, since the National Whitley Council is now considering a national scheme of conditions of service, the points in question could best be dealt with on a national basis.

Authority is being sought to refer to the Ministry of Labour under the National Arbitration Order the refusal of a local authority to adopt the scheme although its present benefits are less favourable. It is hoped that this will serve as a "test case." A favourable decision would be of great value in dealing with other recalcitrant authorities.

YORKSHIRE

Barnsley C.B. has improved its salary scales and regraded officers.

Huddersfield C.B. has adopted the provincial council scales with improvements in the junior grades.

Hebden Royd U.D. refused to carry out the award of the National Arbitration Tribunal that it should supplement the civil pay of its officers on war service, but when the Association's solicitors threatened to issue a writ for recovery of the sums due the council rescinded its previous resolution and resolved to make the payments.

40 authorities have adopted the provincial council's sick pay scheme, and 37 have adopted the revised salary scales for women.

SOUTH EASTERN

New Romney and **Worthing B.s**, **Bognor Regis** and **Tonbridge U.D.s**, and **Bagshot** and **Chanctonbury R.D.s** have applied for membership of the provincial council, of which 78 authorities are now members. The minority still outside have been asked to become members.

Hythe B., **Chertsey** and **Newhaven U.D.'s** and **Tenterden R.D.** have adopted the provincial co salary scales; **East Sussex C.C.** and **Margate B.** adopted new scales based on the provincial co recommendations, but with higher maxima in c classes; and **Walton and Weybridge U.D.** has ad new scales for men, based on the provincial co recommendations. **Chatham B.** has adopted following scales:—

Men: Grade A, £55 - 15—£130; B, £150 - 15— C, £240 - 15—£270; D, £285 - 15—£315; E, £ 15—£355; F, £365 - 15—£410; G, £420 - 20—£5

Women: Grade A, £52 - 13—£130; B, £143 - 13— C, £182 - 13—£208; D, £221 - 13—£234; E, £ 13—£273; F, £286 - 13—£312; G, £325 - 13—

East Sussex C.C. has reduced office hours to week, with payment for overtime worked over 38½ Dover B. has reduced office hours to 39½ per week payment for overtime.

51 authorities have adopted the provincial co model sick pay scheme, which came into operati April 1.

Hythe B. has agreed to pay the Whitley bon temporary staff. Hitherto, only permanent staff re the bonus.

The provincial council has endorsed the Na Whitley Council's recommendation that regist officers be allowed to retain Exchequer fees paid fo discharge of special war-time services.

A joint consultative committee has been forme branches in the Brighton-Lewes area.

SOUTHERN

Eastleigh B. and **Newbury R.D.** have become stituent members of the Southern provincial coun

Chipping Norton and **Eastleigh B.s**, and **Chi Norton, Newbury**, and **Witney R.D.s** have the provincial council's salary scales.

Berkshire C.C., **Bournemouth C.B.**, **Aylesb Banbury**, † **Chipping Norton**, **Eastleigh**, **Gospor Maidenhead B.s**, and **Buckingham**, **Chipping No Newbury**, and **Witney R.D.s**, have adopted provincial council's recommendations on service conditions, the first two with modifications.

A local joint committee is to be established at **Ha Witney R.D.**

SOUTH WESTERN

Camelford, Crediton, and **Williton R.D.s** have j the provincial council.

Weston-super-Mare B. is to apply the prov council scales to temporary officers.

Bristol C.B. has increased superannuation allow for non-contributory service.

SOUTH WALES AND MONMOUTHSH

Cardigan C.C. has adopted, with effect from Ap 1944, the model grading scheme secured from the vincial council—the first county council to do so.

Ebbw Vale U.D. and **Carmarthen R.D.** have de to join the provincial council.

Blaenavon U.D. has agreed to allow 60ths for contributory service.

Abertillery U.D. has agreed, on the recommend of the local joint committee, to up-grade officers no the Forces. Officers now in Grade A (rising to £1 25) will be transferred to Grade B (£190—£220) and sequently to Grade C (£225—£255). Officers no Grade B will be transferred to Grade C.

The appeals committee of the provincial counci decided against the **Pontypridd and Rhondda Water Board** in its decision to down-grade inspectors.

Cost of Living Unchanged

The Ministry of Labour cost of living index changed last month at 202, representing an 30 3 per cent since the outbreak of war

.& O. Fund Aids T.B. and Rheumatism Victims

the result of donations made to the Royal National Hospital for Consumption, Vent- the Royal National Sanatorium, Bourne- th, and the Devonshire Royal Hospital, ton (for treatment of rheumatism), the evolent and Orphan Fund is entitled to a ted number of letters of recommendation to r of these institutions annually. Members he Fund, or their dependants, wishing to in treatment for tuberculosis or rheumatism, uld apply through their local branches by pleting the usual application form for assist- e. The Fund has also made special arrange- ts with the British Red Cross Society's clinic rheumatism in London, and members may re assistance towards the cost of treatment e. Details will be supplied by Headquarters. magnificent contribution to the Fund was e by **Sunderland** branch, when it presented president, Mr. A. A. Garrard, on a recent to the branch, with a cheque for £200. t of the money had been raised at a Bring Buy sale.

nethwick also held a Bring and Buy sale h yielded £42 8s. 2d., to which the branch ed £11 13s. from a dance and £8 16s. 6d. raffles and other activities, while **Bolton's** ial dance brought in the record profit of of which £60 was given to the Fund.

rimsby has sent another £5 5s., received from day cinemas under the Sunday Entertainment 1932.

verness organized a spelling bee and brains which produced £10 10s. for the Fund. **lwich** sent £200 from branch funds and the etary of the **Seaham** branch has given his ɔrarium of £2 2s. to the Fund. **Minehead** sent a further £4 6s. 5d. from its weekly epstake, 1d.-a-week fund and a draw, and **Bournemouth** and **Southwark** raised £2 12s. 5d. and £1 2s. respectively by collections at meetings. **Winchester** obtained £5 2s. 5d. with a special collection.

Whist drives, dances, social evenings, draws and raffles continue to be popular means of raising money, recent contributions including:

Ardrossan and Saltcoats £9 9s.; **Bridgwater** £21 8s. 6d.; **Clitheroe** £11 4s.; **East Retford** £11 12s. 1d.; **Fareham** £25 3s.; **Grantham** £21; **Leicester** £91 15s. 7d.; **Neath** £30 5s. 6d.; **Oxford** £45 16s.; **Portsmouth** £27 1s. 3d.; **Sutton and Cheam** £8 3s.; **Wanstead and Woodford** £1 10s.; **Warwickshire** £26 5s. 1d.; **West Cornwall (Kerrier R.D. sub-branch)** £11 5s.; **Westmorland** £16; **West Sussex** £40; **Wolverhampton** £11; **Worksop** £19 10s. 9d.; **Wycombe Borough** £4 7s.

"Equality for Men!"—Yorkshire Claim

It has come at last—the cry of "Equality of opportunity for men!"

A Yorkshire branch asked the Yorkshire district committee on February 24 to consider making representations to those local authorities which, when advertising for housing managers, stipulate that only women applicants will be considered.

Women's growing strength was further emphasised when, in a discussion by the district committee of women's representation on the National Executive Council, the women members themselves proposed the abolition of the rule providing for the direct election of two women members should no women be elected in the ordinary N.E.C. election.

It was announced that the education committee was organising week-end schools at York and Bingley this summer.

Endorsement by the provincial council of the new bonus award was welcomed, although there were protests at the retention of sex discrimination and the smallness of the increases generally.

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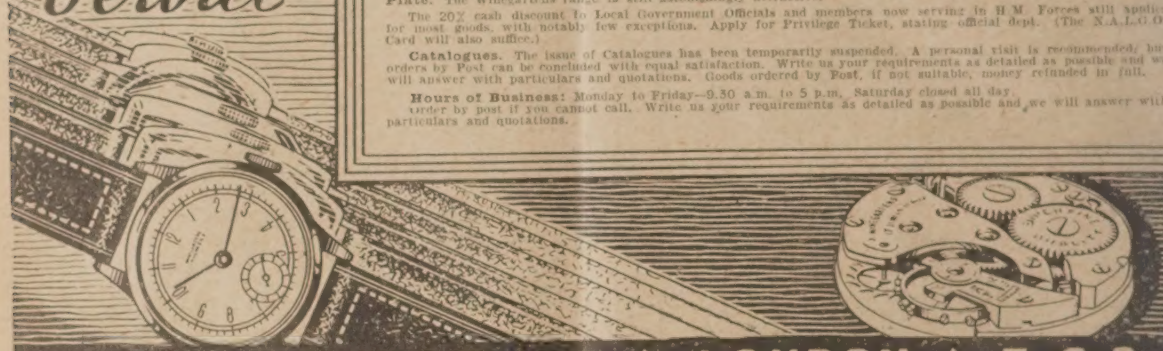

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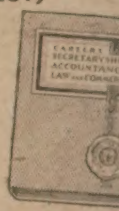

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